

Mass.: Dept. of Civil Service and Registration :
Division of Registration.

Annual Report

of the

DIRECTOR OF CIVIL SERVICE

July 1, 1965 - June 30, 1966



DIVISION OF CIVIL SERVICE
COMMONWEALTH OF MASSACHUSETTS

W. Henry Finnegan, Director

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THE COMMONWEALTH OF MASSACHUSETTS;
DEPARTMENT OF CIVIL SERVICE AND REGISTRATION;
DIVISION OF CIVIL SERVICE

Report, 1965-66

DIRECTOR OF CIVIL SERVICE

W. HENRY FINNEGAN, Everett

CIVIL SERVICE COMMISSION

HUGH MORTON, Chairman,	Fall River Term expires March 1, 1970
JOSEPH M. DUFFY,	Clinton Term expires March 1, 1968
WILLIAM J. HILL,	Revere Term expires March 1, 1966
EDWARD LYSEK,	Chicopee Term expires March 1, 1967
HELEN C. MITCHELL,	Fall River Term expires March 1, 1969

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 ** ATTLEBORO -- EVELYN M. STREETER, Auditing Department, City Hall
 * BEVERLY -- THOMAS H. SCANLON, Health Department, City Hall
 * BILLERICA -- CHARLES PHAIR, Public Works Department, Town Hall
 * BRAINTREE -- ROSEMARY LONG, Town Hall
 ** BROCKTON -- ANNA LUNDQUIST, City Clerk's Office, City Hall
 * BROOKLINE -- THOMAS J. HOURIHAN, 55 Prospect Street
 * CHELSEA -- MILDRED MASTROMARINO, City Hall
 ** CHICOPEE -- FRANK LONGZAK, Planning Board, City Hall
 * EASTHAMPTON -- MARY T. BREWER, Town Hall
 * EVERETT -- JOHN SHEEHAN, Veterans' Aid and Pensions Department, City Hall
 * FAIRHAVEN -- ALICE S. TORRES, Town Hall
 ** FALL RIVER -- HUGH J. GOLDEN, 21 Bedford Street
 ** FITCHBURG -- RUTH WARRELL, City Hall
 * FRANKLIN -- ANNE CROTHERS, Assessors' Office, Town Hall
 ** GLOUCESTER -- ALICE FALL, Auditor's Office, City Hall
 ** GREENFIELD -- RICHARD H. HOWARD, Fire Department
 * HAVERHILL -- SHIRLEY MORTON, Personnel Department, City Hall
 ** DOROTHY I. KELLY, Licensing Commission, City Hall
 ** HOLYOKE -- MARY T. GRIFFIN, Engineering Department, City Hall
 * LAWRENCE -- MARY F. GILLEN, Licensing Board, City Hall
 ** CONCETTA PEREZ, City Clerk's Office, City Hall
 * LOWELL -- HAROLD F. WINN, Veterans' Benefits Department, City Hall
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 * SHREWSBURY -- GRETCHEN W. BLACK, Office of the Town Manager, Town Hall
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 ** SPRINGFIELD -- MILDRED ELLIOT, Personnel Department, City Hall
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 * WINTHROP -- HENRY A. GILL, Town Accountant, Town Hall
 ** WORCESTER -- EUGENE R. GARDINER, Personnel Director, City Hall

October 1, 1966

To The Civil Service Commission:

I wish to extend to the members of the Commission my sincere thanks for the cooperation given me at all times as Director.

This report covers the period from July 1, 1965 to June 30, 1966. During this period every possible effort has been made within our appropriation to encourage the best qualified persons to enter the service of the Commonwealth and its cities and towns. The scope of the activities of the Division covers practically all services in every city and in seventeen towns, some services in every town, particularly welfare, police and fire services; and 40,609 employees in the service of the Commonwealth.

A change in the Civil Service Rules, effective December 6, 1965 placed under civil service all positions in the Commonwealth, cities and towns, except those specifically exempt by statute.

The most significant change in the past year has been in the Data Processing Program. Statistical tables by state, cities, towns and welfare districts, used in the Director's monthly and annual reports, showing the number of permanent and temporary requisitions received and cancelled, number of persons permanently and temporarily appointed by disabled veterans, veterans, non-veterans, male, female, number of promotions by veterans and non-veterans, etcetera, are prepared by Data Processing.

The number of requisitions from appointing agencies to fill vacancies or new positions increased by several thousand.

The number of persons certified (279,387) to fill existing vacancies exceeded the number in any year in the history of the Division. It would have been impossible to certify this number except for the installation of our Data Processing system which is now programmed to prepare the list to be sent to appointing authorities of those persons eligible for consideration in appointment and to notify the eligible persons where to appear for interview. The Data Processing system also records the numerous changes affecting the eligible list, such as change of address, change in availability and change in amount of minimum salary which will be accepted. 10,547 names are now on this system and within a short period of time all but lists with very few names will be certified by Data Processing.

The granting of several additional permanent positions to this Division in the Data Processing Area by the fiscal authorities, i.e. Data Processing Manager, Analyst, Programmer, Computer Operator and Statistical Machine

Operators has aided considerably in increasing the output. Examinations will be held for several of these positions at an early date so that these positions so important to conversion of planned programs to Data Processing may be filled quickly.

Work which was formerly done by addressograph plates, on the mailing of examination posters is being converted to Data Processing.

EMPLOYEE TRAINING

Nothing is more encouraging to employees than to realize that efforts are made to provide training for them for promotional opportunities. In filling positions of Statistical Machine Operator to work on Data Processing operations all employees interested were given aptitude tests and those qualifying underwent a training course in Data Processing on machine operations. As a result four employees qualified by examination and received permanent promotions. Arrangements were made for training courses for employees for other data processing positions, which resulted in some of our positions being filled by promotions from within the department.

Many of our employees have completed the Management Training Program conducted under Executive Office for Administration and Finance and have benefited greatly by it. Many other employees have expressed a desire to participate in such courses and have recommended the continuation of this and other training programs.

LEGISLATION

Because of the demands on the present labor market and possibly because the salaries in many positions are not commensurate with those paid in industry we have had to hold open competitive examinations for many positions over and over again. For this reason I believe it in the public interest to petition the Legislature to enact legislation during the current session authorizing the Division to hold continuing examinations. If granted, not only will lists be available when positions are vacant but it will result in fewer provisional appointments and a reduction of costs to the division in advertising, mailing, recruiting, etc.

The division is unable to take advantage of the services of professional examining agencies because of the present laws permitting wide availability of the questions and answers in every examination. An amendment to the law is being requested which will enable the Director to purchase such services, which will not only result in lists being established sooner, but in savings to the Division of thousands of dollars.

The Division of Civil Service is not vested with the authority to have a recruitment program nor have funds been allocated to it for this purpose.

Legislation is also being filed for consideration of the legislature to give the division authority to establish a recruitment program. The cost of a good program could easily run into \$200,000.00, but we believe a real aggressive program should be established, particularly for those positions where there is a dearth of applicants, which we find not only in professional and technical positions, but for many positions affecting the safety, welfare and public health such as stationary engineers, firemen and policemen, social workers, therapists, technicians, stenographers, etc. Only in this way can there be a real test to assure whether the reason we do not have sufficient qualified applicants is because of the present salary rates as is presently believed.

The new Collective Bargaining Act has brought many problems and extra work to the Division as most bargaining agents and attorneys do not have a clear knowledge of what Civil Service Law covers. Most are of the opinion that the Division of Civil Service determines the duties of civil service positions. This is not so. Based on the duties submitted by the appointing authority, the Division makes a determination as to whether the title used for the position is proper. Examples of duties are continually requested of this division.

The Sales Tax Law placed an additional task on the Division, not only in the examining unit, but more particularly in the personnel section.

It is not generally realized, I am sure, that each survey of Civil Service in the last three decades indicates that in comparison with every other civil service jurisdiction in the country, the Massachusetts Division of Civil Service has the lowest percentage of workers to employees in service.

It is interesting to note that during the fifty year period preceding the date of this report the number of employees under civil service increased from a total of 9,754 to 107,590. This includes employees in the service of the Commonwealth, cities, towns and welfare districts, and employees in institutions with partial coverages. The need for more workers is apparent. Unless enough clerks are available to process personnel actions, the result will be an accumulation of an unwieldy quantity of correspondence. Last year we were very fortunate in having added to our staff thirteen permanent positions, for which we are sincerely appreciative. The Division also, after a personnel survey of all the rooms of the division, by the officers of the Ways and Means Committee, was given appropriation for new equipment including fifty new desks and chairs. It is actions like these, seemingly unimportant, which are definite morale builders.

The Classification Bureau of this Division has had an unusual number of requests to address local authorities, department heads, and employee groups on the procedure followed in placing positions under Civil Service, as to who goes under Civil Service, under what conditions and their rights if placed under civil service and the effect of such extension of civil service.

The division has worked closely with officers and employers of the Executive Office for Administration and Finance, Division of Personnel to bring codes, procedures and forms into uniformity. New forms have been and are being prepared which will result in elimination of many forms, and a resultant reduction in paper work.

The statistics indicate it was necessary to hold more competitive examinations in the period covered by this report than in any year in the last ten years although the number of applicants shows a slight decrease.

During the past year one hundred and twenty-two examinations were held on a Statewide basis for positions in cities and towns and twelve examinations were held on request of appointing authorities on a Nationwide basis. A list of these examinations is attached.

To increase efficiency, we realize, that examinations should be held as soon as possible after notification of vacancies, but find that in many instances there is a lack of planning in agencies. Appointing authorities are aware that a vacancy will occur many months in advance of the date of the vacancy and, similarly, that a newly created position will require filling on a future date. If request is made on the Division of Civil Service to hold examinations as soon as the department is aware of these situations arrangements could be made and examinations held during the interim. Appointing authorities have been requested to do this and it is being stressed in the new edition of the Guide for Municipal and State Officers in Complying with the Provisions of the Civil Service Law and Rules. A few departments have been doing this and lists are available in these cases when the vacancy occurs.

In our endeavor to develop a better merit system for the Commonwealth of Massachusetts, we have had the cooperation of many employee organizations and union groups. We have had frequent conferences with representatives of the United States Department of Health, Education and Welfare and have found them to be most helpful at all times. We have had excellent cooperation from the Executive Office for Administration and Finance, both the Senate and House Ways and Means Committees, and the members of the legislature in the area of legislation. Needless to say, without the cooperation of the very efficient employees of the Division we would be unable to accomplish the many programs of this Division.

To all of these and all others who have so generously aided in the work of this division, I wish to extend my sincere appreciation.

Respectfully submitted,

W. Henry Finnegan
W. HENRY FINNEGAN
DIRECTOR OF CIVIL SERVICE

EXAMINATIONS OPEN TO RESIDENTS OF MASSACHUSETTS

	<u>POSITION</u>	<u>JURISDICTION</u>	<u>DEPARTMENT</u>
July			
9	Assistant to the Board of Health & Plumbing & Gas Fitting Inspector	Burlington	Health
9	Laboratory Technician (General)	Cambridge	City Hospital
9	School Physician	Fairhaven	School
9	Dental Hygienist	Quincy	Health
9	Gas Fitting Inspector	Saugus	Gas Inspection
9	Assistant Town Engineer	Swampscott	Public Works
23	Motor Equipment Supervisor	Brookline	Public Works
23	Laboratory Assistant	Peabody	Josiah B. Thomas Hospital
23	Senior Medical Stenographer	Peabody	Josiah B. Thomas Hospital
23	Public Health Nurse	Springfield	Health
24	Senior Bookkeeping Machine Operator	Peabody	Josiah B. Thomas Hospital
	Bookkeeping Machine Operator		
30	Supervising Structural Engineer	Boston	Building
30	Laboratory Assistant (Bacteriology)	Boston	City Hospital, Hospital
30	Laboratory Technician (Bacteriology)	Boston	City Hospital, Hospital
30	Inspector of Animals & Veterinarian	Peabody	Mayor's
August			
6	Plumbing Inspector	Raynham	Plumbing Inspection
6	Plumbing Inspector	Rehoboth	Plumbing Inspection
6	Senior Planner, Grade 4	Worcester	Planning
20	Alcoholism Clinic Assistant	Cambridge	City Hospital
20	City Engineer	Haverhill	Public Works
20	Accountant	Peabody	Josiah B. Thomas Hospital
20	Senior Laboratory Technician	Worcester	City Hospital
September			
11	Statistical Analyst	Boston	Health Division, Health
11	Senior X-Ray Technician	Boston	City Hospital, Hospital
11	Laboratory Technician	Quincy	City Hospital
18	Laboratory Technician	Peabody	Josiah B. Thomas Hospital
18	Pharmacist	Peabody	Josiah B. Thomas Hospital
25	Laboratory Technician (Sputum Section-Lung Station)	Boston	City Hospital, Hospital
25	Psychiatric Social Worker	Cambridge	City Hospital
25	School Dentist	Fairhaven	Health
25	Dental Hygienist	Newton	Health
25	Physical Therapist	Quincy	City Hospital
October			
2	Dental Hygienist	Worcester	Health
9	Laboratory Assistant (Biochemistry)	Boston	City Hospital, Hospital
9	Town Engineer	Easthampton	Public Works
16	Senior Occupational Therapist	Boston	Sanatorium Division, Hospital

EXAMINATIONS OPEN TO RESIDENTS OF MASSACHUSETTS

	<u>POSITION</u>	<u>JURISDICTION</u>	<u>DEPARTMENT</u>
October			
16	Laboratory Technician	Worcester	City Hospital
23	Laboratory Technician (General Clinical)	Boston	City Hospital, Hospital
23	Assistant Civil Engineer	Boston	Water Division, Public Works
23	X-Ray Technician	Haverhill	Municipal (Hale) Hospital
23	Electrocardiograph Technician & Electroencephalograph Technician	Quincy	City Hospital
30	Physical Therapist	Boston	Long Island Hospital, Hospital
30	Laboratory Technician (General Clinical)	Boston	Sanatorium Division, Hospital
30	Electrician	Boston	Library
30	Administrative Assistant	Attleboro	School
30	Structural Engineer	Cambridge	Building
30	Isotope Technician	Worcester	City Hospital
30	Principal Medical Technologist (Research in Endocrinology)	Worcester	City Hospital
November			
13	Laboratory Assistant (Histology)	Boston	City Hospital, Hospital
13	Junior Civil Engineer	Burlington	Engineering
December			
4	Pharmacist	Boston	City Hospital & Sanatorium Division, Hospital
4	Supervisor of School Cafeterias	Saugus	School
4	Statistical Machine Operator	Worcester	Auditing
11	Junior Civil Engineer	Boston	Public Works
11	Dental Hygienist	Fall River	Health
11	Institution Housekeeper	Haverhill	Welfare
January			
8	Occupational Therapist	Boston	City Hospital, Hospital
8	Assistant Civil Engineer, Grade IV	Brookline	Public Works
8	Electrical Traffic Engineer	Cambridge	Traffic & Parking
8	Dietitian	Quincy	City Hospital
8	Principal Medical Technologist	Worcester	City Hospital
8	Senior Statistical Machine Operator	Worcester	City Hospital
8	Junior Planner, Grade 3	Worcester	Planning
22	Assistant Biological Chemist	Boston	Police
22	Planning Draftsman	Malden	Planning
22	Bookkeeping Machine Operator	Malden	Welfare
22	Senior Accountant	Medford	Welfare
22	Supervising Medical Technologist (Bacteriology)	Worcester	City Hospital
22	X-Ray Technician	Worcester	City Hospital
29	Civil Engineer, Grade 4	Lawrence	Engineering
29	Town Engineer	Swampscott	Public Works
February			
5	Administrative Assistant (Radiology)	Boston	City Hospital, Hospital
5	Physical Therapist	Boston	City Hospital, Hospital
5	Principal X-Ray Technician	Boston	Sanatorium Division, Hospital
5	Statistical Machine Operator	Boston	Library
12	Occupational Therapist	Boston	Sanatorium Division, Hospital
12	Civil Engineer, Grade 4	Medford	Engineering

EXAMINATIONS OPEN TO RESIDENTS OF MASSACHUSETTS

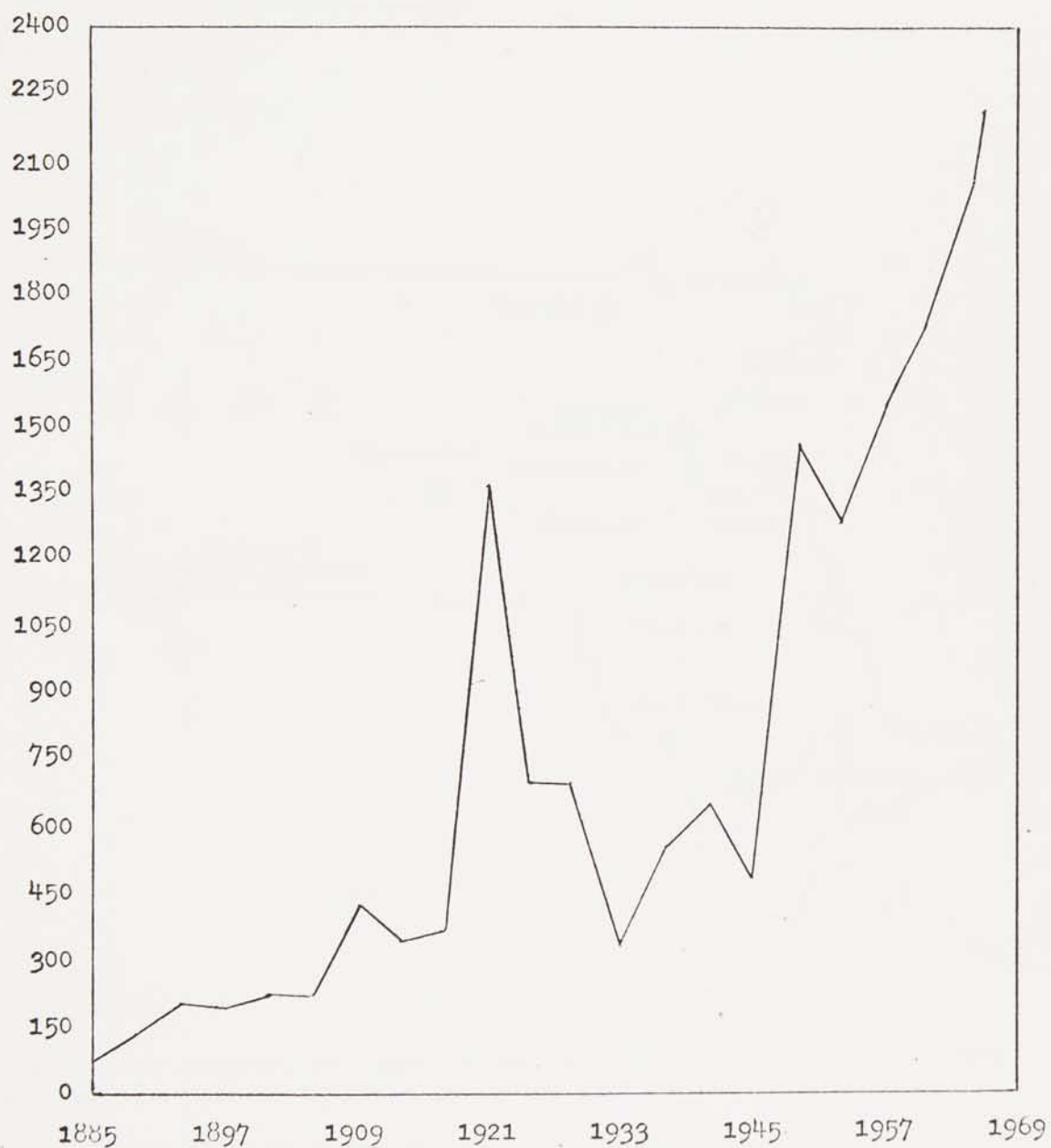
	<u>POSITION</u>	<u>JURISDICTION</u>	<u>DEPARTMENT</u>
March			
5	Laboratory Technician (General)	Cambridge	City Hospital
5	Chief of Party, Grade 3	Hilton	Engineering
5	Planning Draftsman	Springfield	Planning
5	Senior Statistical Machine Operator	Worcester	Auditing
12	Therapeutic Dietitian	Cambridge	City Hospital
12	School Physician	Fairhaven	School
12	Public Health Nurse	Melrose	Health
12	X-Ray Technician	Peabody	Josiah B. Thomas Hospital
19	Principal Medical Technologist (Research in Endocrinology)	Worcester	City Hospital
April			
2	Supervising Public Health Nurse	Melrose	Health
2	Supervisor of Recreational Handcraft	Somerville	Recreation
16	Dentist	Worcester	Health
23	Supervisor of Recreational Handcraft	Fitchburg	Park & Recreation-Forestry
30	Assistant Inspector of Wires	North Adams	Public Works
May			
7	Laboratory Technician (Coagulation Section-Circulation Laboratory)	Boston	City Hospital, Hospital
7	Dental Assistant	Worcester	Health
7	Health Inspector	Worcester	Health
14	Elevator Inspector	Boston	Building
14	Dietitian	Cambridge	City Hospital
14	Physical Therapist	Fall River	Earle E. Hussey Hospital
14	Civil Engineer, Grade 5	New Bedford	Public Works
14	Accountant	Springfield	Streets & Engineering
14	Senior Laboratory Technician	Worcester	City Hospital
21	Building Inspector	Boston	Building
21	Laboratory Technician (Biochemistry)	Boston	Hospital
21	Civil Engineer, Grade 3	Attleboro	Public Works
21	Medical Social Work Supervisor	Cambridge	City Hospital
21	Laboratory Technician	Worcester	City Hospital
21	Physical Therapist	Worcester	City Hospital
21	Elevator Inspector	Worcester	Public Works
June			
4	Dental Hygienist	Holyoke	Health
4	Public Health Nurse	Newton	Health
4	Senior Bookkeeping Machine Operator	Peabody	Josiah B. Thomas Hospital
	Bookkeeping Machine Operator		
4	Assistant Pharmacist	Quincy	City Hospital
4	Electrocardiograph Technician	Quincy	City Hospital
4	Instructor, Laboratory Technology	Worcester	City Hospital
11	Dietitian	Fall River	Earle E. Hussey Hospital
11	Credit Investigator	Worcester	City Hospital
25	Chief Occupational Therapist	Fall River	Earle E. Hussey Hospital
25	Senior Planner	Fall River	Planning
25	Laboratory Assistant	Peabody	Josiah B. Thomas Hospital
25	Sanitarian	Salem	Health
25	Senior Sanitarian	Salem	Health
25	Principal Planner	Worcester	Planning
25	Director of Public Welfare	Nashoba	Welfare Districts

EXAMINATIONS OPEN TO CITIZENS OF THE UNITED STATES

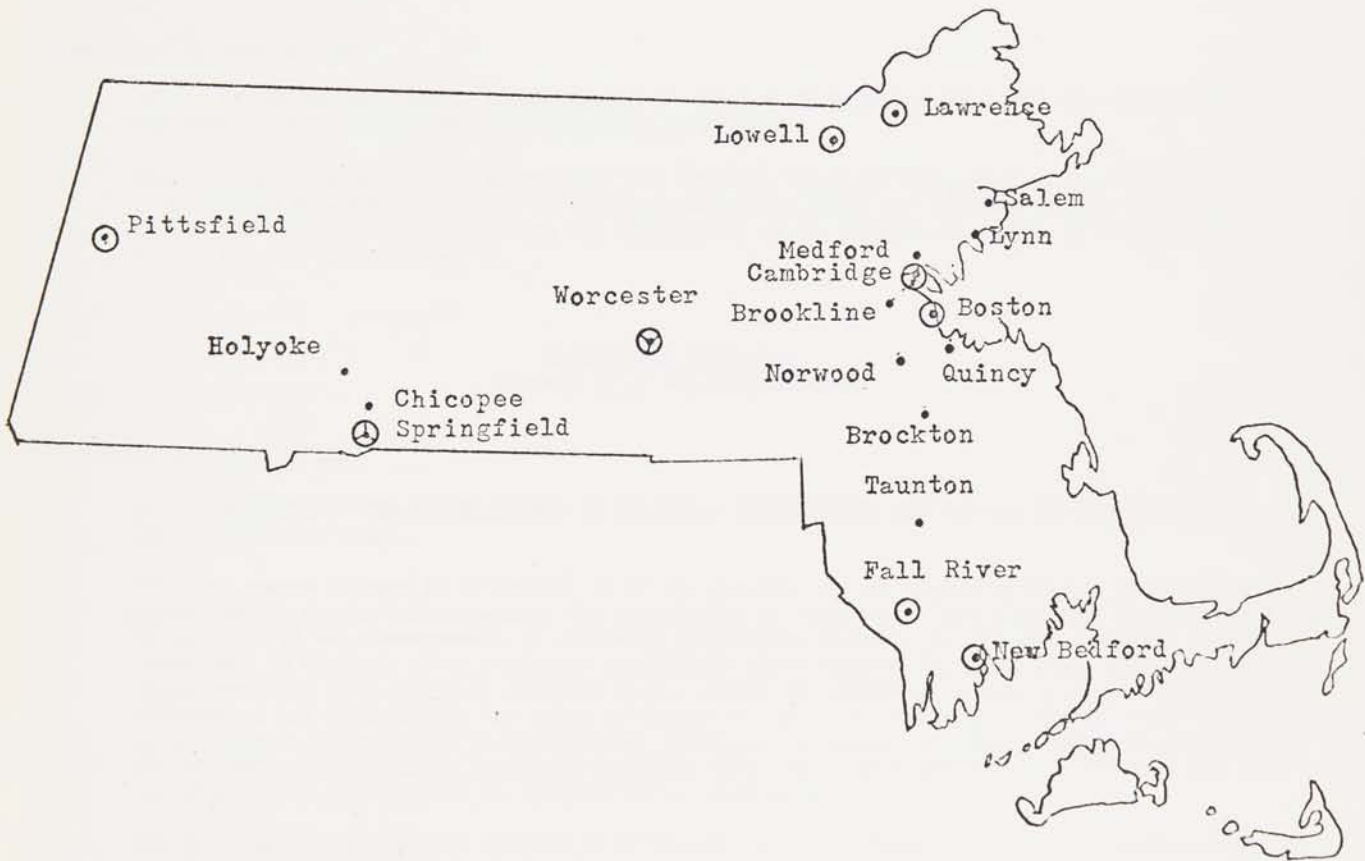
	<u>POSITION</u>	<u>JURISDICTION</u>	<u>DEPARTMENT</u>
September			
11	Director of Public Welfare	South Hadley	Welfare
25	Psychologist	State	Mental Health
25	Public Health Education Advisor (Vaccination Assistance Program)	State	Health Education Division, Public Health
October			
2	Principal Psychologist	State	Mental Health
16	Director of Psychological Research	State	Mental Health
23	Supervisor in Education	State	Office of School Lunch Programs, Education
23	Supervisor of Volunteer Services	State	Mental Health
November			
13	Director of Public Health Social Work (Social Work Section)	State	Local Health Services Division, Public Health
December			
4	Psychiatric Social Worker	State	Correction
11	Inspector of Milk & Sanitation	Pittsfield	Health
February			
19	Supervisor of Speech Therapy	State	Lemuel Shattuck Hospital, Public Health
26	Chief Mental Health Coordinator	State	Mental Health

NUMBER OF EXAMINATIONS HELD PER YEAR

1885 - 1966



CENTERS AT WHICH EXAMINATIONS ARE HELD DURING THE YEAR



N.B. Competitive promotional examinations for police and fire service are held in the city or town for which the examination is scheduled.

⊙ Indicates centers at which physical examinations are held.

⊗ Indicates centers at which strength test are held.

LEGISLATION

Veteran Legislation

CHAPTER 726, ACTS OF 1965

AN ACT PROVIDING THAT CERTAIN SERVICE IN THE ARMED FORCES IN EXCESS OF FOUR YEARS BE COUNTED AS CREDITABLE SERVICE UNDER THE RETIREMENT AND CIVIL SERVICE LAWS.

This act amends section 25 of Chapter 708 of the Acts of 1941, as most recently amended by section 1 of Chapter 580 of the Acts of 1964, by providing that if the voluntary service in excess of the regular service was rendered prior to July 1, 1964, the applicant or employee is entitled to all the privileges given him by Chapter 708 of the Acts of 1941 prior to July 1, 1964.

CHAPTER 875, ACTS OF 1965

AN ACT EXTENDING THE RIGHTS AND PRIVILEGES OF VETERANS TO CERTAIN MEMBERS OF THE ARMED FORCES WHO WERE AWARDED CERTAIN MEDALS FOR SERVICE IN VIETNAM.

This act provides preference as veterans for "Vietnam Veterans" who have been awarded the Armed Forces Expeditionary Medal or the Vietnam Service Medal for military service performed in Vietnam between July 1, 1958 and the termination of the Vietnam emergency as declared by proper Federal authorities.

Legislation Affecting
Chapter 31 of the General Laws

CHAPTER 580, ACTS OF 1965

AN ACT RELATIVE TO THE ESTABLISHMENT OF EDUCATION REQUIREMENTS AND THE USE OF CIVIL SERVICE LISTS IN CERTAIN CASES.

This act amends section 6A of Chapter 31 of the General Laws by providing that in those cases where federal grants make necessary the application of educational qualifications to any office or position of the Commonwealth or political subdivision thereof, the Director of Civil Service, other than in the case of an emergency appointment under section 15, shall apply such educational requirements to such office or position in the manner and extent necessary to meet federal requirements, not withstanding any other provision of law to the contrary or whether such office or position is to be filled by appointment, promotion, transfer, or however otherwise designated, and no person other than an emergency appointee shall enter upon such position who does not meet the educational requirements so required to be established.

The act added paragraph D to section 15 of Chapter 31 of the General Laws and it provides that no individual, other than in an emergency as set forth in Chapter 31 shall be appointed, transferred or promoted to any office or position which is subject to the federal standards for a merit system of personnel administration unless the Director of Civil Service has certified such individual meets the minimum qualifications conformable with applicable federal requirements, which minimum qualifications he is hereby authorized and directed to establish for each such office or position.

Section 47C of Chapter 31 is also amended by this act by providing that if there is no suitable list established for a city or town of persons eligible to positions covered by section 47C of Chapter 31 the Director of Civil Service shall certify and selection shall be made from a suitable list established for the political subdivision comprising the geographical district served by the respective district offices of the Department of Public Welfare in which such city or town is located; if there is no suitable list established for a city or town or for such district of persons eligible to positions in the service of such city or town the Director of Civil Service shall certify and selection shall be made from any suitable state-wide list of persons eligible to such positions.

The act further provides that names of persons who have passed the examination held December 30, 1964 for welfare worker and social worker shall also be placed on a state-wide list in accordance with the provisions of the civil service law and rules to be used to fill vacancies in cities, towns or welfare districts in cases where there are no available eligible applicants for vacancies in such cities, towns or districts.

CHAPTER 703, ACTS OF 1965

AN ACT PROVIDING THAT CERTAIN ELECTED PUBLIC OFFICIALS SHALL BE GRANTED LEAVES OF ABSENCE WITHOUT PAY FROM CERTAIN OTHER OFFICES AND POSITIONS DURING THE TERMS FOR WHICH THEY WERE ELECTED.

This act provides that any person holding an elective state office, or the mayor of any city elected to said office by the people, who holds a permanent office or position in the classified civil service or the labor service or who is employed on a permanent basis by any public authority which is supported in whole or in part by public money shall, upon his written request, made to the appointing authority, be granted a leave of absence without pay from such office, position or employment for all or such portion of the term for which he was elected as he may at any time, or from time to time, designate and he shall not be suspended or discharged, and shall suffer no loss of civil service rights, as a result of such election.

It further provides that it shall not apply to any office or position to which the federal standards for a merit system of personnel administration apply, and for which there is federal reimbursement.

CHAPTER 775, ACTS OF 1965

AN ACT EXCEPTING CERTAIN TRANSFERS FROM THE LAW RELATIVE TO THE ESTABLISHMENT OF EDUCATIONAL REQUIREMENTS AND THE USE OF CIVIL SERVICE LISTS IN CERTAIN CASES.

The legislation amends section 6A of Chapter 31 of the General Laws, which was most recently amended by Chapter 580 of the Acts of 1965 and provides that transfers of employees who meet all other requirements of the civil service law may be made of employees in positions where, as a condition of receiving federal grants for programs and activities to which the federal standards for a merit system of personnel administration relate, federal requirements make necessary the application of educational qualifications to any office or position of the Commonwealth or political subdivision thereof.

CHAPTER 18, ACTS OF 1966

AN ACT LIMITING THE NUMBER OF REFUSALS OF EMPLOYMENT FROM ELIGIBLE CIVIL SERVICE LISTS AFTER THREE SEPARATE CERTIFICATIONS.

This act amends section 6 of Chapter 31 of the General Laws by providing that no person shall be eligible for further certification for either temporary or permanent employment, after having refused to accept temporary or permanent employment three times, on the occasion of three separate certifications from an eligible list established as a result of an open competitive examination.

CHAPTER 19, ACTS OF 1966

AN ACT MAKING CERTAIN CORRECTIVE CHANGES IN THE CIVIL SERVICE LAW.

This act amends section 4 of Chapter 31 of the General Laws by omitting the reference to the Port of Boston Authority, since the Authority was absorbed into the Massachusetts Port Authority and the civil service status of the employees was retained after their transfer.

It further amends section 4 by including under civil service the Inspectors and Deputy Inspectors of Weights and Measures.

CHAPTER 20, ACTS OF 1966

AN ACT CLARIFYING THE LAW ON TEMPORARY TRANSFERS IN THE LABOR SERVICE TO A POSITION IN THE CLASSIFIED OFFICIAL SERVICE.

This act amends section 16A of Chapter 31 of the General Laws and clarifies the wording of the section to show that such transfers are in the official service and not in the labor service.

CHAPTER 70, ACTS OF 1966

AN ACT CLARIFYING THE TIME IN WHICH CERTAIN APPOINTMENTS OR PROMOTIONS MAY BE MADE UNDER THE CIVIL SERVICE LAW.

This act amends section 12 of Chapter 31 of the General Laws, and makes it clear that appointing authorities must submit report of appointment or promotion on or before the date of expiration of an eligible list in order for an appointment or promotion to be valid.

CHAPTER 75, ACTS OF 1966

AN ACT LIMITING THE ELIGIBILITY OF INTERMITTENT FIREMEN TO THE REGULAR FIRE FORCE.

This act amends section 19B of Chapter 31 of the General Laws and provides that a member of the intermittent fire force, who refuses to accept permanent appointment to the regular force on the occasion of three separate certifications, shall cease to be a member of the intermittent force. It further instructs the appointing officer regarding his duties in the termination of the intermittent officer.

The act further provides that it shall take effect on June 1, 1966 and shall apply to certification after that date of intermittent fire fighters for promotion to the regular force.

CHAPTER 115, ACTS OF 1966

AN ACT EXTENDING THE TIME FOR FILING REQUESTS FOR REVIEWS OF MARKINGS AND THE TIME FOR FILING APPEALS THEREFROM IN CONNECTION WITH CIVIL SERVICE EXAMINATIONS.

This act amends section 12A of Chapter 31 by extending the time for filing a request for a review of marking with the Director of Civil Service from fourteen days to seventeen days after the date of mailing of the notice of the results of examination.

It further amends this section by extending the time for filing an appeal to the Civil Service Commission from fourteen to seventeen days after the date of mailing of the notice of the decision of the director.

CHAPTER 127, ACTS OF 1966

AN ACT ELIMINATING NONCOMPETITIVE EXAMINATIONS FROM THE PROVISIONS OF THE CIVIL SERVICE LAW.

This act amends section 1 of Chapter 31 of the General Laws by striking out the paragraph defining non competitive examination.

It also amends section 15 of Chapter 31 by removing from the Civil Service Law the provision that the Director may give a non competitive examination, supported by four affirmative votes of the Civil Service Commission, provided that there is no list established as a result of competitive examination.

CHAPTER 192, ACTS OF 1966

AN ACT PROVIDING FOR QUALIFYING EXAMINATIONS IN CERTAIN CASES UNDER THE CIVIL SERVICE LAW.

This act amends paragraph A, section 15, Chapter 31, by providing that if there is only one permanent employee in a department of a city, town or district, such employee may be promoted, on request of the appointing authority, on the basis of a promotional qualifying examination, provided such person has been employed on a permanent basis, after certification, for at least one year.

Prior to enactment of this chapter, promotional qualifying examinations were granted to permanent employees only if such persons had served in the lower grade for at least three years.

CHAPTER 290, ACTS OF 1966

AN ACT RELATIVE TO APPOINTMENTS TO FILL TEMPORARY VACANCIES.

This act amends the tenth paragraph of section 15 of Chapter 31 by striking out said paragraph and inserting in place thereof the following paragraph:- A person may be certified from a civil service list to fill, for the duration of the vacancy, a temporary vacancy.

This change will permit certification to be made from eligible lists to fill temporary vacancies for the duration of the temporary vacancy. Under the present law, such certifications may be made for only one year at a time.

CHAPTER 349, ACTS OF 1966

AN ACT PROVIDING ELIGIBILITY IN COMPETITIVE PROMOTIONAL EXAMINATIONS.

This act amends section 15B of Chapter 31 of the General Laws and provides that in order to be eligible for a competitive promotional examination, employees must have been employed in the grades admitted to the examination after certification and in a permanent status for at least one year next preceding the date of the examination.

It further provides that if there are not at least two candidates eligible for a promotional examination, held under this section, the position shall be filled after open competitive examination provided that, if, as a result of competitive promotional examination in which two or more persons are examined, there is one person on such eligible list, the director shall certify such person.

Legislation Placing Certain Offices
and Positions under Civil Service

CHAPTER 583, ACTS OF 1965

AN ACT ESTABLISHING THE OFFICE OF ASSISTANT SECRETARY OF THE BOARD OF DENTAL EXAMINERS, INCREASING THE DUTIES OF SAID BOARD, AND FEES TO BE PAID SAID BOARD, AND FURTHER REGULATING THE QUALIFICATIONS, EXAMINATION, AND REGISTRATION OF DENTISTS, AND FURTHER REGULATING THE BUSINESS OF DENTAL HYGIENISTS.

This act establishes the office of Assistant Secretary of the Board of Dental Examiners and provides that the Board may employ such investigators and other clerical assistance as it deems necessary. All such positions to be subject to the civil service law and rules.

The act also increases the duties of the Board.

CHAPTER 648, ACTS OF 1965

AN ACT ESTABLISHING THE RUTLAND HEIGHTS HOSPITAL FOR THE CARE AND TREATMENT OF PATIENTS SUFFERING FROM CHRONIC AND OTHER DISEASES.

This act provides in section 5 that persons employed by the United States at the Rutland Heights Hospital on March 1, 1965 may be appointed without competitive examination to comparable positions when the hospital is acquired by the Department of Public Health from the United States. Such persons shall be deemed to be permanently appointed to such positions provided they pass a qualifying examination to be given by the Division of Civil Service within six months after being so appointed, and provided they thereafter satisfactorily complete their respective probationary periods in accordance with the requirements of section 20D of Chapter 31 of the General Laws.

The act further provides that upon the establishment of the new state hospital, the staff and all the employees of the Rutland Hospital shall be employed at the new state hospital.

CHAPTER 713, ACTS OF 1965

AN ACT PLACING THE OFFICE OF BUILDING INSPECTOR OF THE TOWN OF STONEHAM UNDER THE CIVIL SERVICE LAW AND RULES.

This act places under civil service jurisdiction the office of Building Inspector of the town of Stoneham. It provides that the tenure of office of the incumbent on the effective date of the act shall be unlimited, subject to the civil service law and rules, and provided, further that he passes a qualifying examination to be given by the Division of Civil Service. If he passes said examination, he shall be deemed to be permanently appointed thereto without being required to serve any probationary period.

This act shall take effect upon its acceptance by the town of Stoneham.

CHAPTER 858, ACTS OF 1965

AN ACT PROVIDING THAT THE TOWN ENGINEER OF THE TOWN OF WEST SPRINGFIELD SHALL EXERCISE THE POWERS AND DUTIES OF THE SUPERINTENDENT OF STREETS, AND PLACING THE OFFICE OF TOWN ENGINEER UNDER THE CIVIL SERVICE LAW AND RULES.

This act provides that the Town Engineer of the town of West Springfield shall exercise the powers and duties formerly exercised by the Superintendent of Streets and places the office of Town Engineer under the civil service law and rules. It also provides that the incumbent shall be subjected to a qualifying examination by the Division of Civil Service, and, if he passes, shall be certified to said office and deemed to be permanently appointed thereto, without being required to serve any probationary period.

The act is subject to acceptance by the voters of the town of West Springfield.

CHAPTER 11, ACTS OF 1966

AN ACT PLACING THE POSITION OF ASSISTANT CITY CLERK OF THE CITY OF WALTHAM UNDER THE CIVIL SERVICE LAW AND RULES.

This act places under civil service jurisdiction the position of Assistant City Clerk of the city of Waltham. It further provides that the tenure of office of the incumbent thereof, on the effective date of this act shall be unlimited, subject, however, to the civil service law and rules. The incumbent shall be subjected to a qualifying examination to be given by the Division of Civil Service, and if he passes the examination, he shall be certified for said position and shall be deemed to be permanently appointed thereto without being required to serve any probationary period. If the incumbent fails to pass the qualifying examination, he may continue to serve in such position but shall not be subject to the civil service law and rules.

This act shall take effect upon its acceptance by the city of Waltham.

CHAPTER 82, ACTS OF 1966

AN ACT PLACING THE POSITIONS OF PARKING METER COLLECTOR AND MAINTENANCE MAN AND PARKING METER ASSISTANT MAINTENANCE MAN IN THE OFFICE OF THE CITY TREASURER OF THE CITY OF PITTSFIELD UNDER THE CIVIL SERVICE LAW AND RULES.

This act places under civil service the positions of Parking Meter Collector and Maintenance Man and Parking Meter Assistant Maintenance Man in Pittsfield City Treasurer's office. It further provides that the tenure of office of each incumbent of the positions on the effective date of this act shall be unlimited, subject, however, to the civil service law and rules and provided that the incumbents pass a qualifying examination to be given by the Division of Civil Service. If they pass said examination, they shall be certified for such positions and shall be deemed to be permanently appointed thereto without being required to serve any probationary period.

The act shall take effect upon its acceptance by the city of Pittsfield.

Legislation Exempting Certain Offices
and Positions from Civil Service

CHAPTER 601, ACTS OF 1965

AN ACT PROVIDING THAT THE OFFICE OF CHIEF OF POLICE OF THE TOWN OF SHIRLEY SHALL NOT BE SUBJECT TO THE CIVIL SERVICE LAW AND RULES.

This act removes from civil service jurisdiction the office of Chief of Police of the town of Shirley.

It further provides that it shall be submitted for acceptance to the voters of the town of Shirley at the annual town meeting in 1966. If a majority of the votes in answer to the question is in the affirmative, the act shall then take full effect but not otherwise.

CHAPTER 89, ACTS OF 1966

AN ACT PROVIDING THAT CALL MEMBERS OF THE FIRE DEPARTMENT OF THE TOWN OF EASTHAMPTON APPOINTED HEREFTER SHALL NOT BE SUBJECT TO THE CIVIL SERVICE LAW AND RULES.

This act removes from civil service jurisdiction the Call Members of the Fire Department of Easthampton appointed after the effective date of the act.

The act shall take effect upon its acceptance by the town of Easthampton.

CHAPTER 333, ACTS OF 1966

AN ACT EXEMPTING THE OFFICE OF SUPERINTENDENT OF HILLSIDE MANOR OF THE TOWN OF METHUEN FROM THE CIVIL SERVICE LAW AND PLACING THE POSITION OF SUPERVISOR OF NURSES, HILLSIDE MANOR, UNDER SAID LAW.

This act exempts from civil service jurisdiction the office of Superintendent of Hillside Manor, Methuen.

It further provides that the position of Supervisor of Nurses, Hillside Manor, shall be subject to the civil service law and rules and that Catherine Atwood, the incumbent of said position shall have unlimited tenure of office provided she passes a qualifying examination to be given by the Division of Civil Service. If she passes said examination, she shall be certified and deemed to be permanently appointed thereto without being required to serve any probationary period. If she fails to pass said examination, she may continue to service in said position but shall not be subject to said civil service law and rules.

Other Legislation

CHAPTER 604, ACTS OF 1965

AN ACT PROVIDING FOR THE TRANSFER FROM ESSEX COUNTY TO THE COMMONWEALTH OF THE COST OF THE CARE, CONTROL AND MAINTENANCE OF CERTAIN BRIDGES IN SAID COUNTY.

This act provides that on July 1, 1966 all employees of the Essex County Engineering Department classified as Drawbridge Tenders shall be transferred to the State Department of Public Works in the same or higher pay grade classification as the one in which they were employed on June 30, 1966.

Upon the transfer of any such employee, all funds in the Essex County Retirement Fund for the credit of such employee, or on account of his retirement shall be transferred to the State Retirement Fund.

CHAPTER 656, ACTS OF 1965

AN ACT CREATING IN THE CITY OF BOSTON A NEW DEPARTMENT OF HEALTH AND HOSPITALS UNDER THE CHARGE OF A BOARD, INCORPORATING SAID BOARD FOR CERTAIN PURPOSES, ESTABLISHING NEW DIVISIONS IN THE OFFICE OF THE CITY CLERK AND THE HOUSING INSPECTION DEPARTMENT OF SAID CITY, AND TRANSFERRING TO SAID NEW DEPARTMENT AND DIVISIONS THE FUNCTIONS OF, AND ABOLISHING, THE HEALTH AND HOSPITAL DEPARTMENTS OF SAID CITY.

This act establishes in the city of Boston a department to be known as the Department of Health and Hospitals to be under the charge of a board to be known as the Board of Health.

It establishes within the new department, new divisions in the office of the City Clerk and Housing Inspection Department of said city and transfers to the new department and divisions the function of the Health Department.

The Board is given authority under clause (h) of section 3, to set up educational qualifications for all classes and grades of the following positions:

Physicians, Dentists, Nurses, Social Workers, Health Educators, Bacteriologists, Biochemists and Chemists, Nutritionists and Dietitians, Physical and Occupational Therapists, Dental Hygienists and Dental Assistants, Technicians, Pharmacists, Accountants, Budget Analysts, Librarians who hold certificates issued by the Board of Library Commissioners, and such other positions subject to the civil service law and rules as the Director of Civil Service may from time to time approve.

The act provides that the civil service law and rules shall not apply to any person holding a rank determined to be the highest rank or next highest rank below that of Commissioner.

The Board may waive residence requirements imposed by the civil service law or rules for any position subject to clause (h) which is classified under such law and rules.

Section 7 provides in part that there shall be in the office of the City Clerk of the city a division, known as the Registry Division, under the charge of a City Registrar appointed by the mayor subject to the civil service law and rules. The City Registrar shall have the powers, and perform the duties, of a department head with respect to the acquisition and disposition of property for such division, the making of contracts therefor, and the appointment, compensation, indemnification, promotion, transfer, suspension, lowering in rank or compensation, lay off, discharge, removal, or abolition of the office or position of subordinates, including not more than three Assistant Registrars appointed subject to the approval of the mayor.

Section 8 provides that there shall be in the Housing Inspection Department of the city a division, known as the Weights and Measures Division, under the charge of a Sealer appointed by the mayor subject to the civil service law and rules. The mayor may likewise subject to the civil service law and rules appoint for such bureau a Chief Deputy Sealer and not exceeding seventeen Deputy Sealers.

Section 9 provides that the Health Department of the city and the Hospital Department of the city are to be abolished. All powers, duties and appropriations of the Hospital Department and all powers, duties and appropriations of the Health Department except the powers, duties and appropriations of its Registry Division and its Weights and Measures Division and except also the powers and duties expressly excluded by section three of the act, are transferred to the Board of Health and Hospitals created by section one of the act; and every person holding in the Hospital Department and in the Health Department, exclusive of its Registry Division and its Weights and Measures Division, an office or position subject to the civil service law and rules shall be transferred without civil service examination or registration to a similar office or position in the Department of Health and Hospitals without impairment of his civil service rights or his retirement, seniority, vacation or sick leave rights; and his services shall be deemed to have been continuous to the same extent as if such abolition had not taken place. The powers, duties and appropriations of the Registry Division of said Health Department are to be transferred to the Registry Division created by section seven of the act in the office of the City Clerk of the city; and every person holding in the Registry Division of the Health Department an office or position subject to the civil service law and rules shall be transferred without civil service examination or registration to the same office or position in the Registry Division in the office of the City Clerk without impairment of his civil service rights or his retirement, seniority, vacation or sick leave rights; and his services shall be deemed to have been continuous to the same extent as if such abolition had not taken place. The powers, duties and appropriations of the Weights and Measures Division of said Health Department are to be transferred to the Weights and Measures Division created by section eight of the act in the Housing Inspection Department of the city; and every person holding in the Weights and Measures Division of the Health Department an office or position subject to the civil service law and rules shall be transferred without civil service examination or registration to the same office or position in the Weights and Measures Division in the Housing Inspection Department without impairment of his civil service rights or his retirement, seniority, vacation or sick leave rights; and his services shall be deemed to have been continuous to the same extent as if such abolition had not taken place.

This act shall take effect upon its acceptance by the mayor and city council of the city of Boston.

CHAPTER 678, ACTS OF 1965

AN ACT ESTABLISHING A DIVISION OF FAIRS WITHIN THE DEPARTMENT OF AGRICULTURE.

This act establishes the Division of Fairs within the State Department of Agriculture.

CHAPTER 682, ACTS OF 1965

AN ACT DIRECTING THE DIRECTOR OF CIVIL SERVICE TO CONDUCT AN EXAMINATION FOR MOTOR VEHICLE EXAMINER, REGISTRY OF MOTOR VEHICLES.

This act provided that the Director of Civil Service conduct an open competitive examination for Motor Vehicle Examiner, Registry of Motor Vehicles, at some convenient time, in his discretion, but no later than September thirtieth, nineteen hundred and sixty-five, and notwithstanding any rule to the contrary regulating the experience or age requirements of applicants for motor vehicle examiner, registry of motor vehicles, all applicants who meet all other requirements shall be eligible to take said test and shall be eligible for certification and appointment, whether or not they have two years or more of satisfactory, full-time paid experience in which the investigation of accidents involving motor vehicles was the major duty, provided they have not passed their fiftieth birthday.

It further provides that the Director of Civil Service shall not establish a list from the examination conducted on June twenty-sixth, nineteen hundred and sixty-five for Motor Vehicle Examiner, Registry of Motor Vehicles, until the time provided by law for establishment of a list for the examination provided in section one has elapsed at which time the Director shall merge the results of both examinations and shall then establish a list from all the marks in the same manner as if both tests were held on the same date.

CHAPTER 712, ACTS OF 1965

AN ACT TRANSFERRING THE FUNCTIONS OF THE VETERANS' BONUS COMMISSION TO THE STATE TREASURER.

This act transfers the functions of the Veterans' Bonus Commission to the State Treasurer, who shall exercise all rights, powers, and duties of the Commission.

CHAPTER 725, ACTS OF 1965

AN ACT PROVIDING THAT THE DIRECTOR OF CIVIL SERVICE AND THE WELFARE COMPENSATION BOARD SHALL NOT BE SUBJECT TO THE PROVISIONS OF THE STATE ADMINISTRATIVE PROCEDURE ACT.

This act removes the Director of Civil Service and the Welfare Compensation Board from the provisions of section 1 of Chapter 30A, of the General Laws.

CHAPTER 874, ACTS OF 1965

AN ACT AUTHORIZING THE DEPARTMENTS OF PUBLIC WELFARE AND PUBLIC HEALTH TO ENTER INTO CERTAIN AGREEMENTS FOR THE PURPOSE OF ENABLING THE COMMONWEALTH TO COMPLY WITH, AND BE ELIGIBLE FOR, CERTAIN ASSISTANCE AND FUNDS UNDER THE SOCIAL SECURITY ACT.

This act provides in section 4 that for the purposes of the requirement of chapter thirty-one, a physician employed under authority of this act shall be deemed to have met the requirement of citizenship for the purposes of examination if he presents a certificate from the court in which he shall have filed his declaration of intention to become a citizen of the United States, or from the Immigration and Naturalization Service of the United States, showing that he has declared his intention to become such a citizen or a copy of such intention, certified by the clerk of such court.

CHAPTER 897, ACTS OF 1965

AN ACT AUTHORIZING THE COMMISSIONER OF PUBLIC WORKS TO ESTABLISH WITHIN THE DEPARTMENT A HIGHWAY ENGINEER INTERN PROGRAM AND A CO-OPERATIVE ENGINEERING STUDENTS PROGRAM.

This act provides for the establishment of a Highway Engineer Intern Program and a Co-operative Engineering Students Program under the State Department of Public Works.

CHAPTER 1, ACTS OF 1966

AN ACT IN ADDITION TO THE GENERAL APPROPRIATION ACT MAKING APPROPRIATIONS TO SUPPLEMENT CERTAIN ITEMS CONTAINED THEREIN, AND FOR CERTAIN NEW ACTIVITIES AND PROJECTS.

This act provides for the transfer of seventeen permanent positions in the class of Telephone Operator to the new Centrox System in the new State Office Building, and sets forth that the incumbents of the positions may be transferred to the services of the Central Services Division of the Executive Office for Administration and Finance without impairment of the civil service status, seniority, retirement and other rights of the employees and without interruption of their services within the meaning of Chapter 31 of the General Laws.

CHAPTER 14, ACTS OF 1966

AN ACT IMPOSING A TEMPORARY TAX ON RETAIL SALES, AND A TEMPORARY EXCISE UPON THE STORAGE, USE OR OTHER CONSUMPTION, OF CERTAIN TANGIBLE PERSONAL PROPERTY, REVISING AND IMPOSING CERTAIN OTHER TAXES AND EXCISES, ESTABLISHING THE LOCAL AID FUND, AND PROVIDING FOR THE DISTRIBUTION OF FUNDS THEREFROM TO CITIES AND TOWNS.

This act provides in section 78A that all appointments or promotions to offices and positions, whether temporary or permanent, above the entrance grade, necessary for the efficient administration of sections one to four, inclusive, shall be made as a result of competitive promotional examination from among the permanent employees in the Department of Corporations and Taxation.

This section further provides that on the request of the appointing authority, temporary transfers of permanent employees in said department may be authorized in accordance with the civil service law and rules.

CHAPTER 34, ACTS OF 1966

AN ACT PROVIDING THAT CERTAIN APPLICANTS WHO DO NOT MEET CERTAIN MINIMUM HEIGHT REQUIREMENTS SHALL BE ELIGIBLE FOR APPOINTMENT AS POLICE OFFICERS IN THE TOWN OF WAREHAM.

This act provides that notwithstanding any rule to the contrary regulating the minimum height of police officers, applicants in the next open competitive examination for police officer in the town of Wareham who meet all other requirements shall be eligible for certification and appointment provided they are not less than five feet, six and three-quarter inches in height.

This act shall take effect upon its acceptance by the town of Wareham.

CHAPTER 100, ACTS OF 1966

AN ACT EXTENDING THE TIME WITHIN WHICH CERTAIN APPEALS MAY BE HEARD BY LESS THAN A MAJORITY OF THE MEMBERS OF THE CIVIL SERVICE COMMISSION.

This act extends the date of expiration to April 8, 1967 of Chapter 272 of the Acts of 1965 which provided that hearings on appeals from markings of examination papers may be held before less than a majority of the commission, or the chairman may assign a member of members to hold such hearings and to report his or their findings of fact and recommendation to the commission for action.

CHAPTER 125, ACTS OF 1966

AN ACT VALIDATING THE APPOINTMENT OF JESSE PACHECO AS A CUSTODIAN IN THE SERVICE OF THE SCHOOL DEPARTMENT OF THE CITY OF NEW BEDFORD.

This act provides that Jesse Pacheco shall be deemed to have been appointed a Custodian in the New Bedford School Department as of December 31, 1965, notwithstanding the fact that the appointing authority failed to notify the Director of Civil Service that said Jesse Pacheco had been appointed prior to the expiration of the eligible list from which his name had been certified.

CHAPTER 129, ACTS OF 1966

AN ACT PROVIDING THAT MALE AND FEMALE EMPLOYEES IN CLASSIFIED CIVIL SERVICE IN CERTAIN CITIES AND TOWNS SHALL RECEIVE EQUAL PAY FOR EQUAL WORK.

This act amends Chapter 41 of the General Laws by adding a new section which provides that any city or town which accepts this section, male and female employees in classified civil service employed in the same grades who, in the opinion of the Director of Civil Service, are doing the same type of work with the same preparation and training shall receive equal pay.

CHAPTER 165, ACTS OF 1966

AN ACT RELATIVE TO THE CERTIFICATION OF NAMES OF PERSONS ELIGIBLE FOR APPOINTMENT AS CORRECTION OFFICERS.

This act amends Chapter 125 of the General Laws and provides that the Director of Civil Service in certifying the names of persons eligible for appointment as correction officers in said institutions, shall certify the names of persons who at the time of examination were over the age of twenty-one and under the age of thirty-five.

It further provides that this act shall not apply to the names of persons on any present lists, nor to persons certified from examinations held prior to June 1, 1966.

CHAPTER 324, ACTS OF 1966

AN ACT FURTHER EXTENDING CERTAIN PROVISIONAL APPOINTMENTS AND TEMPORARY TRANSFERS FOR A LIMITED PERIOD.

This act extends the effective date of section 7 of Chapter 743 of the acts of 1962 to June 30, 1967.

CHAPTER 356, ACTS OF 1966

AN ACT AMENDING PERSONNEL PROCEDURES FOR THE DIVISION OF STATE COLLEGES.

This act removes from civil service jurisdiction the employees in the Division of State Colleges.

OPINIONS OF THE ATTORNEY GENERAL

ANNUAL STEP-RATE SALARY INCREASES FOR PERSONS TEMPORARILY EMPLOYED

IN POSITIONS COVERED BY THE WELFARE COMPENSATION PLAN

Can annual step-rate salary increases be approved by the Director of Civil Service for persons employed under the Welfare Compensation Plan and in accordance with the Civil Service Law, but who do not have permanent civil service status?

No.

Opinion of the Attorney General dated August 12, 1965

AUTHORITY OF THE CIVIL SERVICE COMMISSION TO REQUIRE THE DIRECTOR

OF CIVIL SERVICE TO ACCEPT CERTAIN REQUESTS FOR REVIEW

Does the Civil Service Commission have the authority to grant permission to an applicant to file an appeal after the statutory time period has elapsed?

No.

Does the Civil Service Commission have the authority to require the Director of Civil Service to accept a review of markings in cases where the markings are more than twenty percent below the passing grade?

No.

Opinions of the Attorney General dated September 3, 1965

POSITIONS DESIGNATED AS PROFESSIONAL BY THE BOARD OF

TRUSTEES OF THE STATE COLLEGES

Does the declaration in accordance with the provisions of General Laws, Chapter 73, section 16, of a position as a "professional" by the Board of Trustees of State Colleges exempt it from civil service classification in those cases where such a position would normally be under civil service and it is the duty of the Director of Civil Service to so classify such position unless the position is specifically exempted by law?

Yes.

Opinion of the Assistant Attorney General dated November 29, 1965

EMPLOYMENT IN THE DIVISION OF STATE COLLEGES
AND AT THE STATE COLLEGES

Are employees in the Division of State Colleges exempt from the application of the Civil Service Law?

No.

Are examinations necessary in order to appoint permanent employees in State Colleges to higher positions?

No.

Do permanent employees in State Colleges retain their permanent civil service status if they are appointed or promoted to positions of a higher level?

No.

Opinions of the Attorney General dated November 29, 1965

REINSTATEMENT AFTER CERTAIN SUSPENSIONS

Does the action of the Commissioner of Public Works in requesting the reinstatement of an employee suspended under the provision of the General Laws, Chapter 30, section 59, as amended, the so-called Perry Law, constitute of itself a termination of the employees suspension, without any formal notes or action by the Commission to that effect?

No.

Opinion of the Attorney General dated June 20, 1966

RIGHTS OF CERTAIN EMPLOYEES WHO CONTINUE TO SERVE IN THE
MILITARY OR NAVAL SERVICE ON A VOLUNTARY BASIS

Is an employee who has served in the military or naval service on a voluntary basis in excess of four years prior to July 1, 1964 and who continues to serve on a voluntary basis up to a period of four years after July 1, 1964 and who subsequently request reinstatement under Chapter 708, Acts of 1941, as amended, entitled to reinstatement to his former position?

No.

Is a permanent employee who has served with the military or naval service for more than four years on a voluntary basis before July 1, 1964 and who continues to serve on a voluntary basis subsequent thereto, entitled to reinstatement and all the benefits of Chapter 708, Acts of 1941, as amended, if he request reinstatement within two years after July 1, 1964?

Yes.

Opinions of the Attorney General dated June 30, 1966

OPINIONS OF THE SUPREME JUDICIAL COURT

PATRICK T. CLOONEY
vs. CIVIL SERVICE COMMISSION & another.

Suffolk. October 6, 1965. -- October 28, 1965.

Present: Spalding, Whittemore, Cutter, Kirk & Reardon, JJ.

Civil Service. Appeal. Additional Evidence.

Petition dismissed in Superior Court by Cahill, J.

WHITTEMORE, J. This is an appeal from an order of the Superior Court dismissing a petition for a writ of certiorari. The returns show that the petitioner on February 27, 1964, appealed to the Civil Service Commission from the decision of the Director of Civil Service (G. L. c. 31, s 12A) that he was ineligible in training and experience for the position of City Treasurer of the city of Woburn. The Commission held a hearing on April 27, 1964 (G. L. c. 31, ss 2(b), 12A), at which the petitioner submitted certain affidavits and letters. The Commission on April 29, 1964, voted to refer this additional evidence to an examiner (G. L. c. 13, s 6) for evaluation and report. The examiner's report, not disclosed to the petitioner, summarized the papers and commented upon them. The Commission on May 6, 1964, voted "in view of the report of the examiner" to deny the appeal.

The reference to the examiner and the use of his report did not violate the requirement of a hearing. The rule that action may not be taken on evidence which the party has no opportunity to meet (Scott Mills v. Board of Conciliation & Arbitration, 311 Mass. 223, 227, 40 N.E. 2d 870) is inapplicable. The examiner's comments were not evidence but the Commission was entitled to make use of them in evaluating the petitioner's case. Hannigan v. Board of Appeals of Lowell, 328 Mass. 366, 370-371, 103 N.E.2d 696. So far as appears the Commission, with the aid of the report, formed its own judgment on the petitioner's evidence. The reference to the report in the vote of May 6, 1964, does not show otherwise.

No error is shown in the decision that on the evidence the petitioner was ineligible in training and experience. It does not appear that the Commission failed to keep "full and complete minutes of its proceedings." G.L. c. 31, s 2(d).

Order dismissing petition affirmed.

Lawrence H. Norris, Boston, for petitioner.

Augustus J. Camelio, Assistant Attorney General, for respondents.

PAUL L. DCHERTY & others vs. COMMISSIONER of ADMINISTRATION.

Suffolk. October 6, 1965. -- December 7, 1965.

Present: Spalding, Whittemore, Cutter, Kirk, & Reardon, JJ.

Capitol Police. Executive Office for Administration and Finance.
Civil Service. Statute, Repeal.

Suit in equity heard in the Superior Court by Sullivan, J.

KIRK, J. The plaintiffs are capitol police officers who seek a determination under G. L. c. 231A of the validity of dismissal proceedings brought against them by the commissioner on December 9, 1964. The single issue is whether the commissioner or the State superintendent of buildings (superintendent) is the "appointing authority" of capitol police officers. The resolution of this issue is determinative of who is the proper official before whom dismissal hearings should be held under G. L. c. 31, s. 43 (a).

The judge ruled that the superintendent, and not the commissioner, was the appointing authority. The final decree enjoined hearings before the commissioner. The case is here on the commissioner's appeal under G. L. c. 231A, s. 4.

It is not disputed that under G. L. c. 8, s. 4, the appointing authority lay with the superintendent. That statute provides that the superintendent "may appoint such ... capitol police officers ... as may ... enable him to perform his duties." This provision has never been expressly repealed. The plaintiffs contend that despite subsequent legislation, later to be discussed, the appointing authority remains with the superintendent. The argue in part that had the Legislature intended to withdraw the appointing authority granted by G. L. c. 8, s. 4, it would have done so by express repeal, as indeed the Legislature by St. 1962, c. 757, s. 35, did expressly repeal G. L. c. 8, s. 2, relating to the appointment, tenure and salary of the superintendent. They ask us to conclude that the superintendent is still the appointing authority and that the hearings for dismissal may properly be held only before him.

The commissioner, on the other hand, contends that by St. 1962, c. 757, in amendment of G. L. c. 7 and c. 8, the appointing authority by necessary implication has been transferred from the superintendent to the commissioner. We examine this contention. It is plain that St. 1962, c. 757, effected far reaching changes in the executive department of the government of the Commonwealth. Among other changes, it established the Executive Office for Administration and Finance (G. L. c. 7, s. 2, as amended by St. 1962, c. 757, s. 4), and, with two express exceptions not here material, provided that "the commissioner shall be responsible for the exercise of all powers and the performance of all duties assigned by law to the executive office for administration and finance or to any division, bureau or other administrative unit or agency under the said office. He shall be the executive and administrative head of the said office; and every division, bureau, section and other administrative unit and agency within the said office, other than ... /named exceptions/ shall be under his direction, control and supervision." G. L. c. 7, s. 4, as amended by St. 1962, c. 757, s. 4, and by St. 1963, c. 801, s. 11. The 1962 amendment, by the enactment of what is now G. L. c. 7, s. 4A, created four divisions within the Executive Office for Administration and Finance, one of which was designated as a "central services division, headed by a deputy commissioner for central services," and, by the enactment of what is now s. 4C, provided that "There shall be within the central services division ... a bureau of state buildings headed by a state superintendent of buildings ... appointed by the commissioner, with the approval of the governor and council," and by the enactment of what is now s. 4D, provided, again with express exceptions, that "the commissioner shall appoint all employees of the executive office for administration and finance" (emphasis supplied).

The effects of the foregoing provisions of St. 1962, c. 757, are that the plaintiffs, as capitol police officers, are employees in an agency of the bureau of State buildings whose immediate head is the State superintendent of buildings; that the bureau of State buildings is a subdivision of the central services division; that the central services division is one of the four major divisions of the Executive Office for Administration and Finance, and that all of the employees in the central services division of the Executive Office for Administration and Finance are appointed by the commissioner "in accordance with chapter thirty-one."

This comprehensive delegation to the commissioner of the authority to appoint all employees, with specific exceptions, coupled with the legislative declaration that, as executive and administrative head of the Executive Office for Administration and Finance, he has "direction, control and supervision" over "every ... bureau ... within the said office" lead us to the conclusion that under G.L. c. 7, s. 4D, inserted by St. 1962, c. 757, s. 4, the commissioner became the appointing authority of the plaintiffs.

We are thus confronted with a situation where two State public officers by separate and extant statutory provisions are vested with the power to appoint capitol police officers. This raises the issue of the applicability of the recognized principle of implied repeal to G.L. c. 8, s. 4. Although the principal is one which the court, in deference to the Legislature, does not regard with favor and applies with caution, it has its proper place in judicial construction of legislative enactments. It derives from the basic concept that it is the duty of the court to ascertain the legislative intent and to effectuate it. The test of the applicability of the principle of implied repeal is whether the prior statute is so repugnant to and inconsistent with the later enactment covering the subject matter that both cannot stand. Commonwealth v. Bloomberg, 302 Mass. 349, 352. Repugnancy and inconsistency may exist when the Legislature enacts a law covering a particular field but leaves conflicting prior prescriptions unrepealed. Homer v. Fall River, 326 Mass. 673, 676, and cases cited. Bond Liquor Store, Inc. v. Alcoholic Beverages Control Comm. 336 Mass. 70, 74. Where such a conflict does appear it is the court's duty to give effect to the Legislature's intention in such a way that the later legislative action may not be futile. The earlier enactment must give way. Sullivan v. Worcester, 346 Mass. 570, 573, and cases cited.

We think that by St. 1962, c. 757, the Legislature, establishing the Executive Office for Administration and Finance, intended to cover comprehensively its structure, methods of operation and procurement of personnel. The plaintiffs maintain, nevertheless, that the new G.L. c. 7, s. 4D, is not necessarily repugnant to and inconsistent with G.L. c. 8, s. 4, in that the superintendent, although subordinate to the commissioner and deputy commissioner of central services under c. 7, could still consistently retain and exercise the power of appointment under G.L. c. 8, s. 4. A brief analysis, however, of the new G.L. c. 7, s. 4D, leads us to conclude otherwise. Since the plaintiffs are employees of the Executive Office for Administration and Finance, and since the words "all employees" must be taken to mean what they say, and further, since the provision that "the commissioner shall appoint all employees" can admit of no exceptions other than those set out in the statute, it follows that the later statute is inconsistent with and repugnant to the earlier statute which vests the appointing authority in the superintendent. We hold accordingly that G.L. c. 7, s. 4D, impliedly repealed G.L. c. 7, s. 4, in so far as the latter relates to the appointment of employees, and that the appointing authority before whom the plaintiffs may appear for a hearing under G.L. c. 31, s. 43 (a), is the Commissioner of Administration.

The decree is reversed. A decree is to be entered in accordance with this opinion.

So ordered.

John E. Sullivan, Assistant Attorney General (Augustus J. Camelio, Assistant Attorney General, with him), for the defendant.

Lawrence F. O'Donnell (Mitchell G. Hodge & John B. Greene with him) for the plaintiffs.

EDWARD H. McGRATH vs. MASSACHUSETTS PORT AUTHORITY

Suffolk. November 5, 1965 -- January 4, 1966

Present: Spalding, Whittemore, Kirk, Spiegel & Reardon, JJ.

Case heard in the Superior Court by Pillsbury, J., on demurrer.

RESRIPT.

The trial judge reported the case after sustaining a demurrer to a substitute petition for a writ of mandamus. The petition sought an order which would reinstate the petitioner in his employment with the respondent following his discharge because he had refused in 1963 to accept a new assignment as Superintendent of Laurence G. Hanscom Field. The petitioner had been Commissioner of Airport Management from 1952 to February, 1959, but in 1959 the respondent authority, created by St. 1956, c. 465, as amended by St. 1958, c. 599, assumed control, operation and maintenance of the two State owned airports and supplanted him. He alleges that in February of 1959 he was "transferred to the authority," being designated "Director of Airports." He claims that because he was a veteran and had been employed by the Commonwealth for more than three years as Commissioner of Airport Management, the authority was required by G. L. c. 30, s 9A, to employ certain procedures under G. L. c. 31, s 43, in reassigning him in 1963. The demurrer was properly sustained. As commissioner, he had been subject to appointment and removal by the State Airport Management Board under G. L. c. 6, s 59B (St. 1948, c. 637, s 2, since repealed), and with broad supervisory powers was plainly an "officer" not an "employee." Attorney General v. Tillinghast, 203 Mass. 539, 543-545, 89 N. E. 1058. See Sullivan v. Committee on Rules of House of Representatives, 331 Mass. 135, 137-140, 117 N. E. 2d 817; Simonian v. Boston Redevelopment Authority, 342 Mass. 573, 582, 174 N. E. 2d 429; Cieri v. Commissioner of Insurance, 343 Mass. 181, 185-186, 178 N. E. 2d 77. The position of commissioner was abolished by St. 1956, c. 465, as amended, and the petitioner was, in effect, replaced by the authority which assumed his duties. He thus could not lay claim to those benefits which s 22 of St. 1956, c. 465, provided for "employees" of the airport properties who had previously been under control of the State Airport Management Board. Thus G. L. c. 30, s 9A, granted no rights to the petitioner in 1959 and it is not contended that it became applicable to him later. Therefore the petitioner in 1963 could not insist that the respondent follow certain procedures in regard to his reassignment.

Order sustaining demurrer affirmed.

George A. McLaughlin, Boston, for petitioner.

Donald R. Grant, Boston, for respondent.

JAMES F. REYNOLDS vs. COMMISSIONER of COMMERCE & DEVELOPMENT.

Suffolk. January 7, 1966. -- February 4, 1966.

Present: Wilkins, C.J., Whittemore, Cutter, Kirk, & Reardon, JJ.

Commonwealth, Officers and employees. Public Officer. Veteran.
Constitutional Law, Obligation of contracts, Police power.

Case heard in the Superior Court by DeSaulnier, J., on demurrer.

CUTTER, J. Reynolds, a veteran, seeks a writ of mandamus to compel the commissioner to reinstate him as deputy commissioner. See G. L. c. 23A, s 3 (inserted by St. 1953, c. 409, s 1; see later amendment by St. 1964, c. 636, s 1). As of June 1, 1964, Reynolds had held this position for more than three years. On that day, he was suspended pursuant to G. L. c. 30, s 59 (as amended through St. 1963, c. 829, ss 1-2, later amended by St. 1964, c. 528), because of his indictment for violations of law (larceny), alleged by the commissioner to be "of a nature ... to constitute misconduct in office." Reynolds was later found guilty and ordered to make restitution of \$251.40. This he has done. He contends that he should not have been suspended except in accordance with G. L. c. 31, ss 43 and 45, because of the protection given to veterans by G. L. c. 30, s 9A, as amended through St. 1947, c. 242. He has appealed from an order sustaining a demurrer to the petition and from a so called "final decree" which we treat as an order for judgment dismissing the petition. See G. L. c. 213, s 1D, as amended through St. 1957, c. 155.

Bessette v. Commissioner of Public Works, 348 Mass. 605, 608, established that s 59 (which affords the suspended employee reasonable protection if vindicated) permits suspension of persons subject to civil service without compliance with G. L. c. 31, s 43 (a), as amended, and related statutes. Reynolds, however, contends that application of s 59 to him impairs the obligation of the "contract" governing his employment (see article 1, s 10, of the Constitution of the United States), because he had served (see c. 30, s 9A) for more than three years. Whether he is regarded as a public officer (Williams v. New Bedford, 303 Mass. 213, 214; Nichols v. Commissioner of Public Welfare, 311 Mass. 125, 130-131), or as having essentially civil service rights (see Matter of Eagan v. Livoti, 287 N. Y. 464, 468-469), we conclude that Reynolds possessed no such contractual right to his office as would prevent at least reasonable, nondiscriminatory legislative amendment, in the public interest and for a proper governmental purpose, of the incidents of the office and of the procedure for suspension from that office. The obvious public purpose of s 59, as we indicated in the Bessette case (pp. 608-609), was "to protect the public interest," in the light of the "indisputable fact of the indictment," from the inappropriate situation of having an official under indictment engaged in the duties of his office. Section 59 properly provides (p. 609) that "an official indicted for malfeasance in office ... [shall] be separated from the office pending trial and, if convicted ... [shall] have no right of reinstatement." In effect, with respect to indicted officials like Reynolds, s 59 merely substitutes for the procedures of c. 31, s 43 (a), other procedures affording due process of law to the suspended official. The enactment of s 59 was clearly within the retained legislative power of regulation, even of existing contract arrangements, in the public interest. See Schwartz, Rights of Property, A Commentary on the Constitution, 283-287.

Indiana ex rel. Anderson v. Brand, 303 U. S. 95, upon which Reynolds relies, recognizes (pp. 108-109) that "every contract is made subject to the implied condition that ... [it] may be frustrated by a proper exercise of the police power ... for an end which is in fact public ... [by] means ... reasonably adapted to that end." See El Paso v. Simmons, 379 U. S. 497, 508-509. We think that s 59 fully complies with the standard thus stated in the Anderson case. In Hurtoon v. Quincy, 349 Mass. 9, on which Reynolds also relies to some extent, no question of legislative amendment of suspension procedures was presented.

Order sustaining demurrer affirmed.
Order for judgment affirmed.

Arthur Brogna for the petitioner.

William A. Norris, Special Assistant Attorney General, for the respondent.

GEORGE M. McDONOUGH vs. CITY of LOWELL

Middlesex. January 6, 1966 . -- February 7, 1966.

Present: Wilkins, C.J., Whittemore, Cutter, Kirk, & Reardon, JJ.

Statute, Acceptance. Municipal Corporations, Employees.
Words, "Currently in effect."

Suit in equity heard in the Superior Court by DeSaulnier, J.

CUTTER, J. McDonough by this bill, the allegations of which have been admitted, seeks a declaration concerning the effect of the Lowell city manager's acceptance of St. 1951, c. 245, on October 22, 1963. Lowell is a city having a population of more than 50,000.

Upon acceptance of the act, Lowell "adopted the remuneration plan, grade for grade, currently in effect for civil engineers and inspectors in the employ of the State Department of Public Works." On October 31, 1963, by St. 1963, c. 775, which contained an emergency preamble, the State remuneration plan was revised to provide greater compensation than that paid to comparable State employees on October 22, 1963. McDonough, Lowell's deputy commissioner for engineering (employed under civil service regulations, class twenty-seven), has requested the city to pay salary to him in accordance with the October 31, 1963, amendments of the State plan. The city has refused to do so.

The trial judge concluded that the words "currently in effect" in c. 245, s 1, mean the State remuneration plan in effect when the city manager accepted c. 245, on October 22, 1963, and not the salaries from time to time payable under the State remuneration plan as and if amended thereafter. See e.g. St. 1963, c. 775. The final decree made a declaration to this effect. McDonough appealed.

1. The term "remuneration plan ... currently in effect" in St. 1951, c. 245, s 1, is susceptible of various possible meanings. It is not likely, nor does it appear to be contended, that it means the remuneration plan in effect in 1951, when c. 245 was enacted. The words could reasonably be interpreted, however, as referring either (a) to the plan in effect on October 22, 1963, when Lowell accepted c. 245, or (b) to the State remuneration plan, as amended from time to time after Lowell's acceptance of c. 245, in effect for the time being, for its department of public works. The trial judge agreed with the city's contentions and adopted the former of these last two possible interpretations. McDonough argues that the latter interpretation is correct.

2. Various considerations may shed light upon the meaning of the ambiguous language. Lowell, once it had accepted c. 245, could not rescind its acceptance without express statutory authorization to do so. No such authorization is to be found in c. 245. *Brucato v. Lawrence*, 338 Mass. 612, 615-616. *Olesek v. Westfield*, 342 Mass. 50, 52-53. In *Dudley v. Cambridge*, 347 Mass. 543, 544, we dealt with a complex situation involving a statute, later amended, which was subject to local acceptance. We there held that, after Cambridge had accepted the unamended statute, it was beyond the power of its city council to adopt an ordinance inconsistent with the accepted statute. To the extent that the *Dudley* case is applicable in the present situation, it suggests that, if the "remuneration plan ... currently in effect" means the remuneration plan in effect on October 22, 1963, then by accepting c. 245 on that date, Lowell would have foreclosed any later amendment of its pay scheme by ordinance. The consequence would be that salary scales for civil engineers in Lowell would be frozen until and unless subsequent legislation permitted a change in those scales.

In those cities which accepted c. 245, certain civil engineers were to be placed, for a time at least, on the same remuneration plan as comparable engineers employed in the State department of public works. This consequence of acceptance gives some indication of one probable purpose of the statute. It is a reasonable inference that the State department and the larger cities are to a degree in competition for the same types of engineers. If the State agency is able to pay more to civil engineers than the large cities, the quality of civil engineers in the cities' service performing similar public duties may decline. Certainly any substantial pay differential, in favor either of the State or of the cities, will lead to dissatisfaction and agitation for equal treatment. To construe "remuneration plan ... currently in effect" as binding an accepting city to the particular State remuneration plan in effect on the date of acceptance would inevitably result in a differential if the State plan should be later changed. It would also result in differentials among cities if cities successively should accept c. 245 at different times when different State plans were in effect. It seems unlikely that c. 245 was intended to bring about such differentials.

3. On balance, we conclude that the legislative purpose was to have cities which might accept c. 245 bound thereafter by the State remuneration plan (as amended from time to time) in effect for the time being. This would result in having comparable civil engineers of the State and such of its larger municipalities as accept c. 245 remain at all times on the same remuneration basis. It would avoid tying a city which accepted c. 245 to an outdated plan if the State plan should be changed after the acceptance.

4. The present facts seem to us unlike the situation considered in the later part of the Dudley case, 347 Mass. 543, 545-547, where Cambridge had accepted G. L. c. 48 s 58B, in one form but had not accepted it as amended in 1957. The words "currently in effect" do not appear in s 58B either prior to or after 1957. In c. 245, if they refer to the State remuneration plan in effect from time to time, they constitute a consent in advance, by each city accepting c. 245, to each subsequent change in the State remuneration plan.

Rhymer v. Government of the Virgin Islands, 176 F. Supp. 338, 341 (D. Vir. I.), somewhat relied upon by the city, discusses the word "currently" as used in a context wholly different from that of c. 245. See Imperial Motorcar Co. v. Skinner, 16 Ala. App. 443, 444, which is consistent with the view which we take.

5. The city contends that our interpretation would interfere with the orderly planning of the annual city budget. See G. L. c. 44, s 32 (as amended through St. 1941, c. 473, s 2; later amended by St. 1953, c. 79). This contention presumably is based upon the possibility that the salaries of city civil engineers might change during the year by reason of a change in the State remuneration plan. We think that any administrative difficulty could be met by the submission of a special recommendation, pursuant to s 32 (2) as amended, of an appropriation for such increased salaries, which could be voted by the city council, if "not in excess of the amount so recommended, either prior or subsequent to the passage of the annual budget." As to the obligation of the city to make appropriations in somewhat comparable situations, see Minnie v. Chicopee, 344 Mass. 743, 747, and cases cited.

7. The final decree is reversed. A new final decree is to be entered, declaring that McDonough, while he remains employed by the city in a position subject to a remuneration plan referred to in St. 1951, c. 245, s 1, and while the city remains subject to that section, is entitled to receive the salary payable to a civil engineer or inspector of his grade employed by the State department of public works.

So ordered.

Robert P. Sullivan, for the plaintiff.

Cornelius T. Finnegan, Jr., City Solicitor, for the defendant, submitted a brief.

WILBUR W. LUACAW vs. FIRE COMMISSIONER of BOSTON.

Suffolk. December 9, 1965. -- March 3, 1966.

Present: Wilkins, C.J., Spalding, Whittemore, Kirk, & Spiegel, JJ.

Mandamus. Civil Service. Waiver. Statute, Construction.
Constitutional Law, Due process of law.

Case heard in the Superior Court by Sullivan, J.

KIRK, J. The petitioner appeals from an order of the judge that his petition for a writ of mandamus be dismissed. The petitioner sought to compel the fire commissioner of the city of Boston (the commissioner) to restore him to his position as a permanent fire fighter in the civil service of the city. The case was submitted to the judge on the pleadings and a statement of agreed facts which we summarize.

On November 2, 1964, the commissioner gave notice in writing to the petitioner that he, having been absent on "injured leave" since September 9, 1963, failed to report for light duty on September 8, 1964, as ordered on September 6, 1964; and further, that having been absent without leave continuously since September 8, 1964, to the date of the charges, he would be granted a hearing on the charges on November 6, 1964. Appended to the notice were copies of G. L. c. 31, ss 43, 45, and 46A, as amended through St. 1959, c. 569, and copies of St. 1962, c. 205 and c. 776. The "purported hearing" was held by the commissioner as the appointing authority on November 6, 1964. On the same date, the commissioner sent a letter to the petitioner advising him that, having been found guilty of the charges, he was removed from his position effective at twelve o'clock noon, November 6, 1964.

Thereafter the petitioner requested a hearing by the Civil Service Commission relative to his discharge. The matter was set down to be heard on November 24, 1964. The petitioner appeared by counsel and requested a continuance which was granted to December 10, 1964. On the latter date, the petitioner by his counsel presented to the hearing officer a "notice and motion to stay proceedings." the motion stated, inter alia, that the petitioner proposed to "challenge" the commissioner's action "by proceedings in mandamus ... in the Courts." The motion was denied and the hearing was ordered to proceed. The commissioner presented his case. The petitioner did not participate in the hearing, except to have a notation formally made that he was not participating. The hearing officer, at the conclusion of the commissioner's case, again continued the hearing to January 21, 1965. On that date, there being no further evidence, the hearing was declared closed.

The Commissioner concedes that his notice of hearing to the petitioner, dated November 2, 1964, was defective in that it did not specify the disciplinary action or actions "contemplated," as required by G. L. c. 31, s 43 (a). Daley v. District Court of Western Hampden, 304 Mass. 86, 90-92. The petitioner, on the other hand, concedes that he did not file a complaint with the Civil Service Commission within seven days after the commissioner's action of November 6, 1964, alleging that the commissioner, as appointing authority had failed to follow the requirements of G. L. c. 31, s 43.

The question presented is whether, on the facts stated, a petition for a writ of mandamus will lie. The commissioner contends that such a petition will not afford a remedy to the employee where, as here, after the receipt of the appointing authority's decision, and despite a defect or deficiency in the notice of hearing by the appointing authority, the employee requests a hearing before the Civil Service Commission. Under our holdings in the Daley case, and in Beaumont v. Director of Hospitals & Superintendent of Boston City Hospital 338 Mass. 25, 26-27, the commissioner's position is clearly unassailable.

The petitioner argues, however, that the Daley and Beaumont cases are no longer applicable because of the provisions of St. 1959, c. 569, s 5, which revised G. L. (Ter. Ed.) c. 31, s 46A. We think the petitioner misapprehends St. 1959, c. 569, s 5, which was remedial in nature in two respects. The petition for a writ of mandamus under s 46A, as appearing in the Tercentenary Edition, was available only in cases of illegal removal. Statute 1959, c. 569, s 5, substituted a new paragraph by which the writ was made available to one "alleged to have been illegally discharged, removed, suspended, laid off, transferred, lowered in rank or compensation, or whose office or position is alleged to have been illegally abolished" The effect of the first paragraph of St. 1959, c. 569, s 5, was to permit the

writ to issue also when the appointing authority took any one of several other actions under G. L. c. 31, s 43. The new paragraph did not, in any respect, change the point or place in the sequence of proceedings under G. L. c. 31, s 43, when the writ may issue. This conclusion follows from the application of the familiar rule of construction that "when the same legislature, in a later statute, use the terms of an earlier one which has received a judicial construction, that construction is to be given to the later statute. And this is manifestly right. For if it were intended to exclude any known construction of a previous statute, the legal presumption is, that its terms would be so changed as to effect that intention." Commonwealth v. Hartnett, 3 Gray, 450, 451. Weiner v. Boston, 342 Mass. 67, 73. The result is that the Daley and Beaumont cases stand unimpaired and apply to the case at bar.

Statute 1959, c. 569, s 5, is remedial in another respect. It added a paragraph which permits any person whose employment or compensation has been affected by action of the appointing authority in failing to follow the requirements of s 43 to file a complaint with the Civil Service Commission within seven days after the appointing authority's action setting out the particulars wherein the requirements have not been followed. The complaint may be filed with the request for a hearing under G. L. c. 31, s 43. If the person's rights have been prejudiced by the failure of the appointing authority to observe the requirements of s 43 the commission may order his immediate restoration to duty without loss of compensation or other rights. These provisions permit an employee to ask for a review on the merits by the Civil Service Commission without waiving his right to challenge the sufficiency of the notice by the appointing authority, provided he submits the issue of sufficiency of notice to the commission for determination within the time fixed by the statute. This the petitioner in the case before us did not do.

What we have already said disposes essentially of the petitioner's contention that he has been deprived of constitutional rights by a denial of due process of law. With particular respect to this contention, we make these observations. First, the petitioner has no constitutional right to be a fire fighter. Bell v. District Court of Holyoke, 314 Mass. 622, 625. Second, as we here hold, by requesting a hearing by the Civil Service Commission, he lost his right to invoke the remedy of mandamus. Third, the petitioner invoked, but declined to pursue, his statutory right to participate in a de novo hearing before the Civil Service Commission on the merits of his discharge by the commissioner. See Sullivan v. Municipal Court of the Roxbury District, 322 Mass. 566, 572. Finally, he failed to invoke his statutory right to challenge, before the Civil Service Commission, the legal sufficiency of the notice of hearing given to him by the commissioner. In view of the foregoing, it cannot be said that there was a denial of an opportunity to be heard at some stage of the proceedings after appropriate notice. McGregor v. Hogan, 263 U. S. 234, 237.

The case comes within the holding of Beaumont v. Director of Hospitals & Superintendent of Boston City Hospital, 338 Mass. 25. The order for judgment dismissing the petition must be affirmed.

So ordered.

Robert L. Wise, for the petitioner.
William H. Kerr, for the respondent.

TONY MASUCK & others vs. CITY of SPRINGFIELD & others.

Hampden. March 8, 1966. -- March 14, 1966.

Present: Wilkins, C.J., Spalding, Cutter, Spiegel & Reardon, JJ.

RESCRIPT

This case is governed by McDonough v. Lowell, 350 Mass. .The final decree is reversed. A new final decree is to be entered declaring that each of the plaintiffs, while he remains employed by the city in a position subject to a remuneration plan referred to in St. 1951, c. 245, s 1, and while the city remains subject to that section, is entitled to receive the salary payable to a civil engineer or inspector of his grade employed by the State department of public works.

So ordered.

Matthew J. Ryan, Jr., for the plaintiffs.

John T. Quirk, Jr., City Solicitor, & John J. O'Connor, Associate City Solicitor, for the defendants, submitted a brief.

RICHARD T. BARTLEY & others vs. TOWN of WATERTOWN & others

Middlesex. February 9, 1966. -- April 26, 1966.

Present: Wilkins, C.J., Whittemore, Kirk, Spiegel, & Reardon, JJ.

Municipal Corporations, Employees, By-laws & ordinances.
Police. Watertown.

Suit in equity heard in the Superior Court by Taveira, J.

WHITTEMORE, J. The plaintiffs, thirteen police officers of Watertown, have appealed from a final decree of the Superior Court. At issue is the validity of a by-law of the town purporting to require overtime pay at straight time rates for hours worked over forty a week. The final decree declared the by-law invalid. The record on appeal is an agreed record under Rule 4 of the Rules for the Regulation of Practice before the Full Court, 328 Mass. 695.

The by-law was adopted at the town meeting held in March, 1964; at the meeting of March 25, 1965, it was so amended that the provisions relied on by the plaintiffs were superseded. Two provisions of the by-law were applicable. Chapter 10, s 9, provided that the "work week for full-employment in each occupational group shall be ... Public Safety Group Police Classes *40 Hours ...*which may be computed as the average work-week for an employee over a seven week cycle." Chapter 10, s 11 (f), under the title "Public Safety Group," provided, so far as relevant, "An employee occupying a position in this group shall receive compensation, except for court appearances, for hours worked in excess of his established work week at straight time determined as follows: (1) By dividing his weekly rate by 40 if his position is in one of the police classifications."

The by-law (c. 10, s 1) stated that it was established pursuant "to the authority contained in Sections 108A and 108C of ... [G. L. c. 41]."

General Laws c. 41, s 108A, as amended through St. 1960, c. 87, provides that a town by by-law may establish "a plan classifying any or all positions, other than those filled by popular election and those under the direction and control of the school committee, into groups and classes" and may establish "a plan establishing minimum and maximum salaries to be paid to employees in positions so classified" Section 108C, inserted by St. 1954, c. 295, s 2, provides that "A town may consolidate, in a single chapter or article, all provisions of its by-laws pertaining to the administration of its personnel, including, among other things, ... the plans established pursuant to section one hundred and eight A of this chapter, and any by-laws adopted pursuant to section twenty-one A of chapter forty" General Laws c. 40, s 21A, inserted by St. 1951, c. 798, s 5, provides: "A town ... may establish the hours, days and weeks of work and hours, days and weeks of leave without loss of pay ... for any or all employees of such town ... other than those appointed by the school committee; provided, that the number of working hours, days or weeks so established shall not exceed ... the number prescribed by any general or special law applicable to such town ... on [January 1, 1952]."

We are of the opinion that G. L. c. 40, s 21A, authorized the provisions of c. 10, s 9, of the by-law fixing the regular hours of work of police officers at forty. No statute applicable in Watertown places the authority elsewhere or prescribed other hours for police officers.

Watertown has not accepted three statutes which would be effective only if accepted: (a) G. L. c. 41, s 97 ("There shall be a police department established under the direction of the selectmen, who shall ... fix ... [the] compensation [of the chief and officers] in an amount not in the aggregate exceeding the annual appropriation therefor"); (b) G. L. c. 41, s 97A ("a police department established by the selectmen ... under the supervision of ... the chief of police" with compensation fixed by the selectmen as under s 97; (c) G. L. c. 147, s 17B ("services of all regular or permanent police officers ... shall be restricted to five days and to forty hours in any one week").

The statutory provision applicable in Watertown is G. L. c. 41, s 96: "Selectmen may appoint police officers, who shall hold office during their pleasure." Under this statute whether police officers are to be paid is for the town to determine. Meader v. West Newbury, 256 Mass. 37, 40. The town's decision under c. 40, s 21A, that the regular work week should be forty hours did not

invade the function of the selectmen or the chief appointed by them in their full administrative control of the department. As to such control, see *Adams v. Selectmen of Northbridge*, 253 Mass. 408, 409-410; *Ryan v. Marlborough*, 318 Mass. 610, 612. According to the statement of agreed facts incorporated in the appeal record, the selectmen from time to time have issued rules and regulations for the government of the police department and the chief of police, since at least 1948, has scheduled the days and hours of duty for all police officers. The town's establishment of the regular work week does not impede the chief in regularly scheduling more than forty hours of required working time a week. On the contrary, the by-law recognizes that there may be such scheduling and provides for its recompense. The by-law is primarily a compensation plan and the hours of the police officers are fixed for purposes of determining compensation. It does require that for the annual compensation of \$6,150 police officers are regularly to work not less than forty hours a week and that for hours over that number they receive additional compensation. These are appropriate provisions of a compensation plan. The agreed facts show that the plaintiffs, in the period for which claim is made, regularly worked more than forty-six hours and forty minutes a week, without compensatory time off for hours over forty.

The defendants contend that, nevertheless, the by-law was inconsistent with a statute that makes express provision for compensating police officers who work in excess of their established hours, and which in this respect, it is asserted, has occupied the regulatory field. General Laws c. 147, s 17C, inserted by St. 1956, c. 349, provides: "If a regular police officer in the service of a city or town which has not accepted section seventeen B shall be required to be on duty for any period in excess of his regular hours of duty as from time to time established, he may be given time off equal to such period of overtime duty or, if time off cannot be given by reason of a personnel shortage or other cause, he may be paid for such period of overtime duty at such an hourly rate as may be determined by the authority in charge of the police department, which rate shall in no event be less than the hourly rate of his regular compensation for his average weekly hours of regular duty."

Section 17C is in permissive terms. We do not reach the defendants' contention that, nevertheless, the statute is to be construed as mandatory. We hold that this statute, even if so construed, does not so occupy the field as to bar reasonably consistent municipal regulation under G. L. c. 41, ss 108A and 108C, and c. 40, s 21A. Compare *Dudley v. Cambridge*, 347 Mass. 543, 544. We hold also that the by-law was reasonably consistent with s 17C.

The power given to the town in c. 41, ss 108A and 108C, and c. 40, s 21A, is plenary and basic. The scheme of these statutes is for a plan that is to have general application in all departments other than the school department and that establishes mutually consistent rates and plans of compensation. See, for example, c. 41, s 108C, in its provision for "a personnel board or other agency [established] for the purpose of administering said plans or other provisions of its by-laws pertaining to personnel, determining any questions arising thereunder, and advising the town in any matters pertaining thereto."

The authority given by these statutes to fix hours and compensation includes, by reasonable implication, authority to provide for overtime compensation. Chapter 147, s 17C, could not be construed to take away from the town authority in respect of regular compensation. If c. 147, s 17C, has taken away the power in the town to include in its compensation plan any provision for overtime compensation, it has left the basic statutes authorizing compensation plans incomplete in their operation, and has made a plan adopted thereunder incomplete and imperfect.

We do not discern such an intent in c. 147, s 17C. We think it is to be construed to avoid the effect of carving out of the authority to make a compensation plan for "all positions, other than those filled by popular election and those under the direction and control of the school committee," the authority to provide for the overtime compensation of police officers.

Construing s 17C so as to give effect to the express and strongly implied intention of the other group of statutes, we find no essential inconsistency. The rate of pay for overtime specified in the by-law conforms with the minimum specified in the statute. The statute deals with compensation for work "in excess of ... regular hours of duty as from time to time established." That was the subject of the by-law. Although the rate of compensation to be paid for overtime was not, in the by-law, "determined by the authority [administratively] in charge of the police department," the rate was determined by the authority (that is, the town meeting) in charge of determining police compensation.

The omission in the by-law of the provision for time off (specified in the statute as the compensatory adjustment unless such time off "cannot be given by reason of a personnel shortage or other cause") created no conflict between the by-law and the statute. The statute in this aspect gives the administrative head of the police flexibility in operating the department. The statute for determining

whether forty hour weeks have been worked under the by-law permits averaging the hours worked in a reasonable number of weeks. The by-law did not bar this practice. Application of the statutory scheme would not diminish the plaintiffs' claim now presented. That claim is for compensation for hours of work in excess of forty regularly required, week after week, and for which compensatory offsetting hours were not granted.

We notice two other points of the defendants. The 1964 by-law (c. 10, s 10 [a]) provided: "Upon adoption of this amended by-law ... the rate of each eligible employee occupying a position in the classification plan shall be adjusted retroactive to January 1 of the year of adoption." We reject the defendants' contention that retroactivity of the overtime rate to January 1, 1964, was illegal. In so far as the new by-law adjusted the rate of compensation upward it was authorized by G. L. c. 41, s 108A: "A town may ... by by-law provide that salary and wage increases ... under a salary plan ... shall be retroactive to the beginning of the financial year." The regular police were in the Civil Service, and the insufficiency of the budget appropriations cannot be set up as an excuse for not paying compensation at the rate lawfully fixed. *Allen v. Lawrence*, 318 Mass. 210, 215.

The final decree is reversed. A decree is to enter declaring that the plaintiffs are entitled to overtime compensation in accordance with c. 10, s 11 (f), of the by-laws of the town for the period in which it was applicable.

So ordered.

Lawrence H. Norris, for the plaintiffs.

Philip F. Grogan, Town Counsel, for the defendants.

JOHN J. CURRY vs. CITY of CAMBRIDGE & ANOTHER.

Middlesex. May 5, 1966. -- June 6, 1966.

Present: Wilkins, C.J., & Spalding, Kirk, Spiegel, & Reardon, J.J.

Case in the Superior Court was heard and reported
without decision by Thompson, J.

WILKINS, C.J. The plaintiff in this bill for declaratory relief under G. L. c. 231A held the office of city manager of Cambridge from 1952 until 1966. The defendants are the city; the nine members of the city council; Joseph A. DeGuglielmo (herein called the defendant) chosen by the city council to succeed the plaintiff; and Thomas M. McNamara, city clerk and at one time acting city manager designated by the city council under G. L. c. 43, s 103 (as amended through St. 1950, c. 353). The case was heard on agreed facts and reported without decision by a judge of the Superior Court. G. L. c. 214, s 31.

Since 1942 the city has been governed under a Plan E charter. G. L. c. 43, ss 93-116, as amended. The plaintiff was the city's second city manager serving from 1952 and, as hereinafter discussed, either until the defendant's election on January 10, 1966, or until the plaintiff was allegedly removed pursuant to c. 43, s 103, by a majority of the council on February 11, 1966. In 1948 the city accepted St. 1947, c. 276, now G. L. c. 41, s 112A (herein called the War Veterans' Tenure Act).

The plaintiff has been reappointed or reelected city manager by vote of a majority of the council and has taken oath before an appropriate city official every two years from 1952 to 1966 at approximately the time the city council organized under c. 43, s 97, following the municipal election. The plaintiff is a veteran as defined in G. L. c. 31, s 21, and is otherwise entitled to the protection of c. 41, s 112A, if that section is applicable to the office of city manager and if the plaintiff is still holding that office.

On January 10, 1966, after the organization of the council, the members by a vote of five to four elected the defendant to be city manager. Thereafter proceedings were begun under c. 43, s 103, to remove the plaintiff, and he was purportedly removed on February 11, 1966. On February 12, 1966, the defendant was "elected or appointed" city manager.

The plaintiff's argument is mainly an attempt, unsound we think, to develop a conflict between two statutes: The Plan E charter and the War Veterans' Tenure Act.

As set forth in the charter, G. L. c. 43, the government of the city and the general management and control of all its affairs, with stated exceptions, are vested in a city council (s95) of seven or nine members elected at large for terms of two years (s 96). The council exercises all the legislative powers of the city except those reserved to the school committee and to the voters (s 97). The council appoints the city manager, who is the chief administrative officer of the city. "He shall hold office during the pleasure of the city council * * *" (emphasis supplied). Before he may be removed he is entitled to a statement of reasons and has the right publicly to be heard at a meeting of the council prior to final vote of removal, pending which the council may suspend him. The council's action of suspending or removing the manager "shall be final, it being the intention of this provision to vest all authority and fix all responsibility for such suspension or removal in the city council" (s 103). Many important powers of the city manager are enumerated in s 104. It is his duty to act as chief conservator of the peace, to see to the execution of the laws and ordinances, to make reports and recommendations to the council and to keep it fully advised of the city's financial condition and future needs. He prepares budgets. He makes all appointments and removals in the departments, commissions, boards, and offices for which he is responsible. He has all the powers formerly exercised by the mayor, board of aldermen, common council, and all other boards and committees, except the school committee, and except where otherwise provided in the charter.

The War Veterans' Tenure Act, G. L. c. 41, s 112A (inserted by St. 1947, c. 276), provides in material part: "A veteran, as defined in section twenty-one of chapter thirty-one, who holds in the service of a city which accepts this section by vote of its city council, subject to the provisions of its charter [emphasis supplied] * * * an office or position not classified under said chapter thirty-one, other than an elective office, an appointive office for a fixed term or the offices of city solicitor, assistant city solicitor, * * * legislative counsel, registrars of voters or other officers

performing similar duties, or public school teachers, and has held such office or position for not less than five years, shall not be involuntarily separated from such office or position except subject to and in accordance with the provisions of sections forty-three and forty-five of said chapter thirty-one to the same extent as if said office or position were classified under said chapter. * * *

Chapter 31 relates to Civil Service, and ss 43 and 45 provide in detail for a hearing before the Civil Service Commission and for a judicial review. There is no need to summarize these provisions.

A factor of high significance is that the War Veterans' Tenure Act itself prescribes that acceptance by the city is "subject to the provisions of its charter." These words of subordination must mean that the adoption of that act can take effect only to the extent permitted by the charter and can achieve no amendment of the charter's terms. See *Flower v. Town of Billerica*, 324 Mass. 519, 521-522, 87 N. E. 2d 189; *Brucato v. Lawrence*, 338 Mass. 612, 617, 156 N. E. 2d 676.

In this framework it is not easy to believe that the clear statement in c. 43, s 103, that the city manager shall hold office during the pleasure of the city council, whose decision on removal is final, does not continue to mean precisely what it says even after the acceptance of the War Veterans' Tenure Act. The enumerated powers and duties of the city manager are so closely coordinated with those of the city council in the general management of the city's affairs that the Legislature manifestly could not have intended that its incumbent should be allowed to remain in office even for a very short period of time against the city council's wishes; or that the removal of its incumbent should be controlled by proceedings of a prolonged and nonsummary character before the Civil Service Commission and subject to judicial review with all the delays those imply. It is entirely without present consequence that some offices are specifically excepted in the War Veterans' Tenure Act and that the city manager is not mentioned. That act does not necessarily cover every position not expressly excluded from its provisions. *Cieri v. Commissioner of Insurance*, 343 Mass. 181, 185, 178 N. E. 2d 77. See *Sullivan v. Committee on Rules of the House of Representatives*, 331 Mass. 135, 137, 117 N. E. 2d 817. It is unthinkable that the powers and duties of the chief administrative officer of a city should vary from time to time and differ among Plan E cities depending merely upon whether the incumbent is or is not a veteran. It is small answer to say that the council either did not have to elect a veteran or could have removed the plaintiff before five years' service. Conviction is not carried by the fact that the city had an option to accept the two statutes. What has been said in *Sullivan v. Committee on Rules of the House of Representatives*, supra, 331 Mass. at 137-138, 117 N. E. 2d 817, and *Cieri v. Commissioner of Insurance*, supra, 343 Mass. at 185-186, 178 N. E. 2d 77, is equally applicable to the case at bar. It is not a distinction of substance that these cases arose under G. L. c. 30, s 9A, relating to positions in the service of the Commonwealth. The plaintiff's attempted distinction of these cases does not squarely face their reasoning. The argument that veterans would be penalized or discriminated against by a construction of the statutes unfavorable to the plaintiff collapses of its own weight. We shall not take up space in discussion of the plaintiff's other contentions, the statement of each of which answers itself.

The bill states a controversy under G. L. c. 231A and should not be dismissed. *Booker v. City of Woburn*, 325 Mass. 334, 336, 90 N. E. 2d 558; *Morgan v. Banas*, 331 Mass. 694, 698, 122 N. E. 2d 369; *County of Dukes County v. New Bedford, Woods Hole, Martha's Vineyard & Nantucket S. S. Authority*, 333 Mass. 405, 406, 131 N. E. 2d 206; *Employers Mutual Liability Insurance Company v. Ford Motor Company*, 335 Mass. 504, 506, 140 N. E. 2d 634.

A final decree is to enter declaring that the office of city manager in Cambridge is not within the operation of G. L. c. 41, s 112A.

So Ordered.

Mark E. Gallagher, Jr., Boston (Francis J. Roche, Cambridge, with him) for plaintiff.
Robert W. Meserve, Boston (Charles R. Parrott, Boston, with him) for defendant DeGuglielmo and others;
Andrew T. Trodden, City Solicitor, for City of Cambridge and another, also with him.

COMMONWEALTH vs. RODOLPHE G. BESSETTE
(No. 1 of 1966)
(and two companion cases).

Suffolk. April 4, 1966. -- June 15, 1966.

Present: Wilkins, C.J., Spalding, Cutter, Kirk, & Spiegel, JJ.

Conspiracy. Public Works. Contract, For public works,
With Commonwealth. Words, "Unlawful."

Cases in the Superior Court wherein motions to quash the
indictments were heard and denied by Donahue, J.

CUTTER, J. Bessette, one LeBlanc, and one Paquette were charged in indictments, returned in November, 1961, with conspiracy to violate article 65 of the "Standard Specifications" of the Division of Waterways (the division) of the Department of Public Works (the department) in connection with certain dredging contracts. To each contract the Commonwealth through the department and the division was a party. See Commonwealth v. Bessett, 345 Mass. 358. Bessette, who in 1959 and 1960 was the head of the division, was found guilty on each indictment. Our discussion of the motions to quash the indictments will be clarified by a brief summary of the background of the case shown by the evidence.

The commissioners of the department on June 1, 1960, after a considerable delay voted to award, upon three sets of bids, dredging contracts to the low bidders, as follows: contract No. 2074 (Popponesset Bay and Creek, Mashpee) to Marine Dredging Corporation (Dredging); contract No. 2038 (Buttermilk Bay, Wareham) to Marine Development Company (Development); and contract No. 2063 (Parker's River, Yarmouth) also to Development. The contracts were thereafter executed.

Contract No. 2074 was the culmination of a long effort to have the Popponesset area dredged. Interests controlled by the Chaces had planned a real estate development on land surrounding Popponesset Creek. In 1949 and 1955 applications to dredge the creek at private expense had not been approved. Subsequent efforts were made by the Chace interests to get the department to do such dredging on a basis by which at least in 1956, the Chace interests were to contribute to Mashpee the town's share of the expense. Similar efforts were made in 1958 before the Legislature. See 1958 Senate Bill No. 303; 1958 House Bills Nos. 554, 3257; St. 1958, c. 647. On September 10, 1959, an engineer for the division was instructed by Bessette to make a survey for a "harbor of refuge for small boats" in the Popponesset area, and eventually a project at Popponesset was adopted.

Sometime in February, 1960, one Buswell, an employee of the Chaces, partners in Development, told Bessette that Development wanted to exchange contracts Nos. 2038 (Buttermilk Bay) and 2063 (Parker's River), both later awarded to Development, for No. 2074 (Popponesset) which was later awarded to Dredging. Bessette made suggestions with respect to this exchange.

In May, 1960, Wilson, an officer in various Chace enterprises and Dr. LeBlanc, a director of Dredging met. Wilson told Dr. LeBlanc that he would not let Dredging place dredged material from Popponesset Creek on the Chace land. Dr. LeBlanc on May 31, 1960, saw Bessette in Wellfleet. On June 1, Dr. LeBlanc with Paquette, Dredging's president and treasurer, met Wilson again. At this conference, it was agreed that Development would do the Popponesset job and Dredging would do the "other two jobs ... with a price differential ... in favor of" Development. An attorney for the Chaces on June 1, 1960, drew up a memorandum and subsequently a more formal letter agreement dated June 2, 1960, to similar effect was executed.

After the meeting on June 1, Wilson reported by telephone to Bessette "about swapping the contract[s]." The contracts were awarded on June 1.

During the summer of 1960 efforts were made to obtain departmental permission for Development to subcontract to Dredging contracts Nos. 2038 and 2063, and for Dredging to subcontract contract No. 2074 to Development. Despite a subordinate's adverse recommendation on contract No. 2074, Bessette recommended approval of the requests to subcontract all three contracts. The commissioners denied these requests.

The voluminous record need not be more fully stated. We recognize, of course, that, although it is not necessary for us to consider the evidence in detail, the trial judge would have been warranted in concluding (a) that Bessette delayed recommending award of the contracts until the low bidders agreed to assign and "swap" them; (b) that the awards followed promptly upon the "swap" arrangement; (c) that Bessette was fully informed about that arrangement; (d) that Bessette never told the commissioners of the actual arrangement but instead took precautions to conceal it in the face of the commissioners' specific refusal to allow the "swap"; (e) that Bessette, for reasons not wholly plain from the evidence, was actively supporting Development's efforts to do the dredging at Popponesset in which the Chaces had a special interest because of their land ownership; and (f) that these actions were in some degree pursuant to an understanding with representatives of Development. It could have been found that article 65 had been employed steadily for the protection of the Commonwealth's interests as a part of the division's contracting policy for many years. There was other evidence which tended to cast doubt on the propriety of the transactions.

There was evidence that the work called for by the Parker's River and the Popponesset Bay contracts had been fully completed in accordance with the areas and quantities prescribed by the contracts and that payment for each contract had been approved and made. Payment for the work done at Buttermilk Bay had not been made.

The cases are before us (a) on three bills of exceptions dealing with the denial of motions to quash the indictments which were heard by one judge of the Superior Court and (b) upon a substitute bill of exceptions allowed by a different judge who presided at the actual trial. The substitute bill included exceptions to the denial (a) of the motions to quash, and (b) of motions for findings of not guilty, which we need not consider.

1. The three identical motions to quash assert principally that each indictment sets forth no offense. They also assert that there is no averment of any "prejudice to the general public or oppression of any individual."

In *Commonwealth v. Dyer*, 243 Mass. 472, 485, it was said, "It is the consensus of opinion that conspiracy as a criminal offense is established when the object of the combination is either a crime, or if not a crime, is unlawful, or when the means contemplated are either criminal, or if not criminal, are illegal, provided that, where no crime is contemplated either as the end or the means, the illegal but non-criminal element involves prejudice to the general welfare or oppression of the individual of sufficient gravity to be injurious to the public interest." See *Commonwealth v. Hunt*, 4 Met. 111, 123 (see, however, pp. 127-136); *Commonwealth v. Waterman*, 122 Mass. 43, 56-57 (holding sufficient an indictment for conspiracy "to cause it falsely to appear" that a marriage has taken place by false personations and representations)." See also *Commonwealth v. Stuart*, 207 Mass. 563, 569-570. Cf. *Commonwealth v. Chagnon*, 330 Mass. 278, 281. Bessette argues that these general principles have not been broadly applied in Massachusetts in recent years. He in effect would have us interpret the term "unlawful" as meaning "criminal." Earlier decisions giving some support to this view (see e.g. *Commonwealth v. Eastman*, 1 Cush. 189, 226; *Commonwealth v. Shedd*, 7 Cush. 514, 515-516; *Commonwealth v. Prius*, 9 Gray, 127, 128, and *Commonwealth v. Wallace*, 16 Gray, 221, 222-224) were distinguished in the *Dyer* case, 243 Mass. 472, 484-485. Only a few cases since the *Dyer* case have discussed at all, or involved even indirectly, a conspiracy to accomplish (a) an unlawful but not criminal purpose, or (b) a lawful purpose by unlawful but not criminal means. See *Commonwealth v. Lopes*, 318 Mass. 453, 454; *Commonwealth v. Engleman*, 336 Mass. 66, 68-69. See also *Commonwealth v. Chagnon*, 330 Mass. 278. These later cases, however, did not purport to limit the *Dyer* case, 243 Mass. 472, 485, and we do not regard them as doing so.

The recent decisions undoubtedly have tended to apply the principles of criminal conspiracy primarily to group arrangements which have a criminal purpose or contemplate the use of criminal methods. Nevertheless, in view of the *Dyer* case, we are not prepared to say that criminal conspiracy has been completely restricted to this extent. The later discussion in the *Dyer* case, 243 Mass. 472, 489 (conspiracy for a monopoly) shows that the term "unlawful," in relation to a conspiracy, was thought to include situations where the purpose of a group plan or the proposed means of accomplishing that plan, even if not criminal, involve "an evil intent to oppress and injure the public" (or, perhaps, third persons) by activity, which is "illegal, void and against public policy."

In view of the conclusion which we reach, it is not now necessary to determine precisely when, in situations comparable to that presented in the *Dyer* case, joint action may create additional dangers and risks sufficient to make criminal as a conspiracy an agreement upon a plan for unlawful acts which would not be criminal when done by individuals separately. We think it plain, however, that the term "unlawful," as used in the criminal conspiracy cases (where neither a criminal object nor criminal

means are in contemplation), is limited in any event to a narrow range of situations, (a) where there is strong probability (as in the monopolistic plans involved in the Dyer case) that the execution of the plan by group action will cause such significant harm to an individual or to the general public, as to be seriously contrary to the public interest, and (b) where the unlawfulness of objective or contemplated means is substantial and clear. There is sound reason for such limitation. As Perkins, Criminal Law, 544, points out, a more inclusive definition of "unlawful" might "be held void for vagueness under the Due Process Clause [of the Federal and Massachusetts Constitutions] unless what is ... proscribed is spelled out with sufficient clearness to guide those who would be law-abiding and to advise defendants of the offense with which they are charged." Even as limited by this opinion, the rule of the Dyer case is necessarily indefinite and its application in a particular instance may present serious problems. This circumstance suggests strongly that certainty of statement of the criminal law would be greatly promoted by legislative definition of the types of unlawful, but not criminal, objectives and proposed means which may constitute elements of criminal conspiracy. See e.g. the discussion, *infra*, of 18 U. S. C. s 371 (1964).

2. The Commonwealth contends that the indictments in effect allege a conspiracy to defraud the Commonwealth by depriving it of the protection of article 65 of the Standard Specifications. It is argued that at common law a conspiracy to perpetrate a fraud on the government was a crime. See L. Hand, J., in *Falter v. United States*, 23 F. 2d 420, 423 (2d Cir.), and cases discussing forms of "public" fraud, e.g. *Rex v. Wheatly*, 2 Burr. 1125, 1127. See also *Vertue v. Lord Clive*, 4 Burr. 2472, 2475-2477. These indictments, however, do not in terms allege a conspiracy to defraud. Thus various Federal cases dealing with the statutory crime of conspiracy to defraud the United States are not controlling. The Federal statute, 18 U. S. C. s 371 (1964), and its predecessors, have been broadly interpreted and might well have made criminal conduct such as this record shows, if the conduct had been directed at the Federal government. See *Haas v. Henkel*, 216 U. S. 462, 479; *Hammerschmidt v. United States*, 265 U. S. 182, 188; *United States v. Harding*, 81 F. 2d 563, 566-568 (Ct. App. D. C. discussing a conspiracy to obstruct lawful functions of the Federal government); *Heald v. United States*, 175 F. 2d 878, 880 (10th Cir.). See also *United States v. Vazquez*, 319 F. 2d 381, 384 (3d Cir. dealing with a case where no conspiracy in fact was shown). Cf. *United States v. Cohn*, 270 U. S. 339, 346. The breadth of the Federal general conspiracy statute is discussed by Mr. Justice Frankfurter, dissenting, in *Parr v. United States*, 363 U. S. 370, 401. To this Federal statute there is no Massachusetts statutory parallel. In the absence of a Massachusetts statute phrased in closely comparable language, the force of the Federal cases as precedents is only by way of analogy.

3. Where there is alleged a conspiracy to commit a criminal offence, an indictment for criminal conspiracy generally in accord with the forms suggested in G. L. (Ter. Ed.) c. 277, s 79 (see p. 3250), will suffice. *Commonwealth v. Kiernan*, 348 Mass. 29, 33-34. The indictments before us, however, are not for conspiracy to commit a crime. They do not in terms aver (cf. *Commonwealth v. Judd*, 2 Mass. 329, 335-336) a purpose to defraud or harm seriously the Commonwealth, the general public or any person. Cf. the Dyer case, 243 Mass. 472, 480, where the indictments charged a conspiracy to create a monopoly "to cheat and defraud the public." Cf. also the Hunt case, 4 Met. 111, 121-123. There is no allegation of other facts tending to show that the violation of article 65 was likely to be of serious or substantial consequence or to cause loss to the Commonwealth, to the public or any stated portion of it, or to any individual. So far as appears from the indictments, the violation was merely a breach of contract and not necessarily a material breach.

In a case where the Commonwealth does not contend that an alleged conspiracy has a crime as its object or contemplates the use of criminal means to accomplish a lawful object, there should be precise averments of facts showing that the alleged agreement is very clearly within the principles stated in the Dyer case. The express allegations here fall short of such a showing.

From the very general allegations it could be inferred that Bessette knowingly violated, by agreement with others, whatever department police lay behind the use of article 65 in the contracts. No allegations, however, tend to show the significance of that policy or that its violation by combined action (a) would cause loss to the Commonwealth, or any material interference with, or obstruction of, departmental operations, or (b) would be "particularly dangerous to the public interests".

4. Because the indictments as drawn did not allege a crime, we do not reach questions based upon the evidence.

Exceptions sustained.

George L. Rabb (Paul Levenson with him) for the defendant.
Richard E. Bachman, Assistant Attorney General, for the Commonwealth.

COMMONWEALTH vs. RODOLPHE G. BESSETTE & others
(No. 2 of 1966).

Barnstable. April 4, 1966. -- June 15, 1966.

Present: Wilkins, C.J., Spalding, Cutter, Kirk, & Spiegel, JJ.

Conspiracy. Public Works. Contract, For public Works
With Commonwealth. Words, "Unlawful."

Case in the Superior Court wherein motions to quash the
indictment were heard and denied by Coddair, J.

CUTTER, J. The defendants Besette, Frazier, and Teti were charged by indictment, returned April 10, 1964, with conspiracy to cause the commissioners of the State Department of Public Works (the department) to approve an order for payment for extra work under a dredging contract without compliance with G. L. c. 29, s 20A, inserted by St. 1937, c. 407. Motions to quash were filed, asserting that the indictment did "not state the substantive facts as to any criminal offense"; and that it was "invalid ... for want of any allegation of prejudice to the general public or of oppression of any individual." The motions were denied subject to each defendant's exception. A motion by each defendant to direct a verdict for him was denied subject to his exception. Each defendant was found guilty. The trial was conducted under G. L. c. 278, ss 33A-33G. Each defendant appealed, and filed assignments of error. Each defendant has also filed a bill of exceptions in respect of the denial of his motion to quash the indictment.

As background for the discussion of the indictment we summarize certain facts which could have been found from the evidence. Besette was director of the Division of Waterways (the division) in the department from 1950 to 1962. On October 14, 1958, the commissioners gave authority to advertise a proposed dredging project in Wellfleet harbor. New England Dredge & Dock Company (NEDD) was low bidder on part of the project and was awarded a dredging contract, contract No. 1973. This contract, executed December 30, 1958, provided that certain dredging should be done to obtain a channel and basin with a depth of seven feet below mean low water. The unit price was \$1.03 per cubic yard.

About June 7, 1959, dredging had been completed. Teti, NEDD's president, called Besette to notify him that work was completed and to inform him about "shoaling," i.e. trouble caused by other material running in after the dredging and reducing the depth of the dredged area. Besette told Teti to do some further dredging to prevent the shoaling. This work was an item later included in extra work order No. 2. Teti by letter to Besette dated June 9, 1959, confirmed the telephone instructions given to him by Besette.

On June 12, 1959, Besette and Frazier, who was a selectman of Wellfleet as well as Assistant Attorney General dealing with waterways matters, went to the dredging site. They staked out an area where dredging was to be done to increase the size of an inner basin. One Sheehan, a department engineer, told them this area was too large to be done under an extra work order. The area then was reduced by Sheehan from 16,000 cubic yards to 9,000 cubic yards. This work also was included in extra work order No. 2.

The work was finished on June 16. The dredge departed in July. Shortly thereafter Teti called Besette to ask when he would be paid for work later included in extra work order No. 2. Besette thereafter sent a memorandum to the department's commissioners describing the extra dredging theretofore ordered: (a) about 9,700 cubic yards at \$1.03 per cubic yard, for increasing the size of the inner basin (roughly the area designated by Sheehan), and (b) the dredging done to prevent shoaling (about 16,000 cubic yards also at a unit price of \$1.03). Besette recommended approval of the order and the commissioners on August 17, 1959, authorized Besette to give notice of the department's intention to execute an extra work order and to extend the contract completion date to August 31, 1959. The department, on August 17, filed with the comptroller a notice of intention to act upon the extra work order. On August 24, 1959, extra work order No. 2 was issued.

On August 28, the deputy comptroller asked why the work order was issued after the last prior extension date (June 15, 1959). Besette, on September 1, 1959, sent a letter to the comptroller explaining (1) the extended contract completion date, and (2) the extra work and the reasons for it.

On the basis of this letter, payment (less a retained percentage) was approved, and was made to NEDD on September 24, 1959. Final payment was made November 5, 1959.

1. The indictment alleged simply a conspiracy "to have ... the Commission ... approve ... a[n] ... order for payment for extra work ... without filing [with the Comptroller] prior to such approval, a notice of intention to act upon such order" which involved more than \$1,000 and was "not ... necessitated by an extreme emergency." Although not phrased precisely in the language of G. L. c. 29, s 20A, the indictment was obviously drawn with that section in mind.

In considering the sufficiency of this indictment, it must be remembered that it is of limited scope and does not charge the offences outlined in the other indictments with which it was tried. It makes no charge that the work covered by extra work order No. 2 was unnecessary, or was done inadequately, or was arranged for the purpose of defrauding the Commonwealth in any manner.

The Commonwealth in its brief does not appear to contend that the object of the alleged conspiracy would have been criminal if accomplished by an individual without any agreement with others to bring about or to participate in the planned objective. The brief refers to no criminal statute which would have been violated if the object of the alleged conspiracy had been carried out completely. In this case, as in *Commonwealth v. Bessette* (No. 1 of 1966), ante, p. (hereinafter, for convenience, called the first 1966 Bessette case), the Commonwealth apparently advances the view (a) that the indictment was sufficient because it in effect alleged that the purpose of the conspiracy was to violate or avoid s 20A; and (b) that such a purpose necessarily was "unlawful" because, if successful, it would involve violation of a statute, even if such a violation has not been made a crime in itself, and despite the circumstance that no criminal or unlawful means were alleged as contemplated. See *Commonwealth v. Dyer*, 243 Mass. 472, 483-490.

As we have recently pointed out in the first 1966 Bessette case, ante, at pp. , , the principles of criminal conspiracy have very limited application where there is no criminality shown either in the object of the alleged conspiracy or in the means by which it is to be accomplished. In cases where effort is made to apply the principles stated in the *Dyer* case, supra, it must appear that the accomplishment of an unlawful (but not criminal) object by noncriminal means will have serious, injurious effect, of substantial magnitude, upon the public, the public interest, or some individual. See *Commonwealth v. Waterman*, 122 Mass. 43, 56-57.)

No allegations showing any such serious probable effect of the alleged conspiracy are made in this indictment. There are no averments tending to show that what was stated to be the object of the conspiracy, if carried out, would amount to more than a procedural irregularity, or that, if the statutory notice (a) was given tardily or after the work was completed, or (b) was not given at all, the consequences would be likely to be seriously detrimental to the public interest in any stated respect. Cf. *M. DeMatteo Construction Company v. Commonwealth*, 338 Mass. 568, 578-585, 587-589, where, in holding that a contractor could be paid for extra work performed before the delivery of a written order, it was said, "[t]here is nothing requiring a different result in G. L. c. 29, s 20A."

This indictment is fully as inadequate as those considered in the first 1966 Bessette case. We are of opinion that no indictable offence has been charged. If it is desired to make violations of s 20A criminal, or to impose criminal penalties for conspiracies to violate s 20A, this should be done by adequately specific legislation. See *Commonwealth v. Oliver*, 342 Mass. 82, 88-89.

2. Since we conclude that this indictment was inadequate and should have been quashed, we have no occasion to consider whether the evidence was sufficient to prove any crime.

Exceptions sustained.

Allan M. Hale for Charles E. Frazier, Jr.
George L. Rabb for Rodolphe G. Bessette.
Manuel Katz for Harold T. Teti.
Francis W. Keating, District Attorney, for the Commonwealth.

EXTENSIONS OF CIVIL SERVICE

Extensions of civil service were as follows:

<u>Service</u>	<u>Statute Accepted</u>	<u>Number Affected</u>
State Commerce and Development Certain Positions within the former Department of Commerce, the State Housing Board, the Massachusetts Commission on Atomic Energy, the Massachusetts Transportation Com- mission and the Division of Urban and Industrial Renewal transferred to the Department of Commerce and Development.	St. 1964, c. 636	150
State Public Health Rutland Heights Hospital Certain Offices and Positions	St. 1965, c. 648, s. 5	20
Municipal Libraries All Positions, except Professional Librarians, Sub-Professional Li- brarians or Pages, who are employed in Libraries on a part-time or inter- mittent basis, Students between specified ages.	St. 1965, c. 471, s. 2	
Billerica		1
Fairhaven		1
Franklin		1
Gloucester		1
Haverhill		1
Malden		2
Quincy		1
Towns Acton Bedford Bellingham Easton Foxborough Hudson Marshfield Millbury Oxford Sudbury Swansea Wareham Westborough Sealer of Weights and Measures	G. L., c. 31, s. 4	13
Auburn, Custodian and Supervisor of Custodians	St. 1965, c. 75	18
Dracut, Police Service Intermittent and Part-time Police Officers	St. 1963, c. 12	27

EXTENSIONS OF CIVIL SERVICE

<u>Service</u>	<u>Statute Accepted</u>	<u>Number Affected</u>
Fall River Veterans' Benefits Office of Veterans' Agent and Director of Veterans' Services	St. 1965, c. 517	1
Holden, Police Service	G. L., c. 31, s. 48	13
New Bedford Purchasing All Positions, except Purchasing Agent	St. 1965, c. 24	2
New Bedford Treasurer and Collector of Taxes All Positions, except Offices of City Treasurer, Assistant City Treasurer and Collector of Taxes	St. 1965, c. 176	23
Pittsfield City Treasurer Parking Meter Collector and Maintenance Man, Parking Meter Assistant Maintenance Man	St. 1966, c. 82	3
Sandwich, Police Service Chief of Police	G. L., c. 31, s. 48	21
Waltham Assistant City Clerk	St. 1966, c. 11	1
West Springfield Office of Town Engineer	St. 1965, c. 858	1
The total number of persons taken under civil service by the preceding extensions:-		<hr/> 301

TEN YEAR COMPARATIVE TABLE

<u>Year</u>	
1966	301
1965	437
1964	102
1963	727
1962	234
1961	81
1960	93
1959	45
1958	201
1957	235

REVOCATION OF CLASSIFICATION

Revocation of civil service was as follows:

<u>Service</u>	<u>Statute</u>
Easthampton Call Members of the Fire Department appointed after March 26, 1966	St. 1966, c. 89
Hull Call Members of the Fire Department appointed after October 11, 1965	St. 1965, c. 94
North Attleboro Call Members of the Fire Department appointed after August 3, 1965	St. 1964, c. 142
North Reading Office of Superintendent of Public Works	St. 1965, c. 107A, as amended by St. 1965, c. 475
Shirley Chief of Police	St. 1965, c. 601
West Springfield Office of Superintendent of Streets	St. 1965, c. 858, s. 1

STATISTICS

NON-COMPETITIVE OR QUALIFYING EXAMINATIONS AUTHORIZED

1.	Promotional qualifying examinations were authorized under General Laws, Chapter 31, section 15, paragraph A. The persons for whom such examinations were authorized were the oldest, second oldest or third oldest employees in length of service who had been employed in the next lower grade at least three years. (The average length of service of these persons was fifteen years, three months, at the date of authorization.)	273
2.	Other qualifying examinations under Chapter 31: Under Section 47A. Offices and positions placed under civil service by statute.	64
3.	Qualifying examinations under special legislation. Positions placed under civil service by statutes which provided that the incumbents be given such examinations.	244
4.	Veterans' promotional qualifying examinations in accordance with Chapter 708, Acts of 1941, as amended.	<u>8</u>
	Total	589

PRACTICAL TESTS

LABOR SERVICE

<u>Test</u>	<u>Service</u>	<u>Passed</u>	<u>Failed</u>
Heavy Motor Equipment Repairman	Boston Public Works	3	-
Highway Machinery Repairman	State Public Works	8	-
Lifeguard	Statewide	461	80
Maintenance Mechanic (Blacksmith)	Boston Public Works	2	-
Maintenance Mechanic (Mason)	Boston Public Works	5	1
Maintenance Mechanic (Millwright)	Boston Public Works	3	-
Motor Equipment Repairman	Boston Public Works	3	-
Motor Equipment Repairman (4-wheel drive)	Boston Public Works	8	1
Water Service Repairman	Boston Public Works	15	1
Working Foreman, Water Service Repairman	Boston Public Works	-	2
		<hr/>	<hr/>
Totals		508	85

SUMMARY OF OFFICIAL SERVICE EXAMINATIONS

SERVICE	NUMBER OF EXAMINATIONS HELD					NUMBER NOTIFIED	NUMBER EXAMINED		
	Entrance		Promotion		Total		Males	Females	Total
	Comp.	Non-Comp.	Comp.	Qual.					
STATEWIDE	15	-	-	-	15	14,416	4,639	6,200	10,839
STATE	285	81	432	77	875	18,416	10,148	4,070	14,218
BOSTON	82	1	176	44	303	2,936	1,704	870	2,574
OTHER CITIES AND TOWNS	417	161	275	151	1,004	4,538	2,645	1,221	3,866
WELFARE DISTRICTS	1	-	2	-	3	16	8	3	11
TOTALS	800	243	885	272	2,200	40,322	19,144	12,364	31,508

TEN YEAR COMPARATIVE TABLE

1966	800	243	885	272	2,200	40,322	19,144	12,364	31,508
1965	759	226	716	355	2,056	45,485	19,108	15,796	34,904
1964	852	502	697	454	2,505	42,207	18,976	13,809	32,785
1963	826	164	644	395	2,029	47,303	22,117	14,830	36,947
1962	621	54	517	267	1,459	34,885	15,123	11,339	26,462
1961	651	45	561	463	1,720	35,014	17,575	9,826	27,401
1960	658	128	486	403	1,675	29,619	13,373	10,130	23,503
1959	446	47	362	428	1,283	35,149	18,071	9,676	27,747
1958	564	160	363	412	1,499	29,781	14,885	8,389	23,274
1957	654	112	391	393	1,550	28,030	12,342	6,250	18,592

SUMMARY OF OFFICIAL SERVICE - TEN YEAR COMPARATIVE TABLE

YEAR	NUMBER PASSING EXAMINATIONS							TOTAL
	MALES			FEMALES				
	Disabled Veterans	Veterans	Non-Veterans	Disabled Veterans	Veterans	Gold Star	Non-Veterans	
1966	400	3,264	2,595	6	155	2	8,585	15,007
1965	335	3,260	3,474	5	138	2	9,634	16,848
1964	492	3,868	3,693	9	139	3	9,025	17,229
1963	369	4,011	2,467	7	100	4	4,249	11,207
1962	410	4,050	2,358	3	71	4	6,648	13,544
1961	541	3,780	2,115	6	72	4	6,682	13,200
1960	463	4,954	2,477	4	101	3	6,261	14,263
1959	482	3,122	1,835	6	100	7	6,723	12,275
1958	468	4,680	1,688	6	109	9	5,288	12,248
1957	427	3,794	1,334	5	73	5	2,550	8,188

NUMBER OF PHYSICAL EXAMINATIONS

	<u>OFFICIAL SERVICE</u>	<u>LABOR SERVICE</u>	<u>TOTAL</u>
Number Examined	6,668	5,485	12,153
Number Passed	5,362	4,588	9,950

TEN YEAR COMPARATIVE TABLE

<u>YEAR</u>	<u>NUMBER EXAMINED</u>	<u>NUMBER PASSED</u>
1966	12,153	9,950
1965	13,061	11,051
1964	13,771	12,019
1963	11,791	10,271
1962	10,742	9,132
1961	10,371	8,772
1960	10,712	8,632
1959	10,773	9,312
1958	12,009	10,363
1957	9,944	8,574

NUMBER OF APPLICATIONS FILED

	<u>OFFICIAL SERVICE</u>	<u>LABOR SERVICE</u>	<u>TOTAL</u>
State	30,324	2,420	32,744
Boston	5,683	1,304	6,987
Other Cities and Towns	<u>14,040</u>	<u>8,024</u>	<u>22,064</u>
Totals	50,047	11,748	61,795

TEN YEAR COMPARATIVE TABLE

<u>YEAR</u>			
1966	50,047	11,748	61,795
1965	52,341	15,101	67,442
1964	52,185	18,654	70,839
1963	52,695	18,452	71,147
1962	42,401	11,809	54,210
1961	41,837	11,013	52,850
1960	34,304	9,848	44,152
1959	40,233	11,930	52,163
1958	32,060	16,767	48,827
1957	31,084	11,895	42,979

NUMBER OF APPLICATIONS CANCELLED BECAUSE OF
POLICE OR COURT RECORD

State	99	389	488
Boston	50	276	326
Other Cities and Towns	<u>119</u>	<u>719</u>	<u>838</u>
Totals	268	1,384	1,652

ELIGIBLE LISTS ESTABLISHED

SERVICE	NUMBER OF LISTS ESTABLISHED			NUMBER EXAMINED			NUMBER PASSED										NUMBER FAILED
							MALES			FEMALES				TOTALS			
	ENTRANCE	PROMOTION	TOTALS	MALES	FEMALES	TOTALS	DISABLED VETERANS	VETERANS	NON- VETERANS	DISABLED VETERANS	VETERANS	GOLD STAR	NON- VETERANS		TOTALS		
STATE- WIDE	12	-	12	3,947	5,952	9,899	89	520	1,188	1	43	-	4,411	6,252	3,647		
STATE	281	337	618	8,328	6,762	15,090	253	1,436	896	2	80	2	3,205	5,874	9,216		
BOSTON	92	165	257	1,200	955	2,155	17	384	220	1	15	-	519	1,156	999		
OTHER CITIES & TOWNS	407	246	653	2,683	1,067	3,750	41	1,075	347	2	27	-	641	2,133	1,617		
WELFARE DISTRICTS	-	1	1	-	1	1	-	-	-	-	-	-	1	1	-		
TOTALS	792	749	1,541	16,158	14,737	30,895	400	3,415	2,651	6	165	2	8,777	15,416	15,479		

TEN YEAR COMPARATIVE TABLE

1966	792	749	1,541	16,158	14,737	30,895	400	3,415	2,651	6	165	2	8,777	15,416	15,479
1965	717	634	1,351	20,092	17,178	37,270	335	3,411	3,531	5	148	2	9,825	17,257	20,013
1964	866	686	1,552	18,623	13,530	32,153	492	3,868	3,693	9	139	3	9,025	17,229	14,924
1963	729	563	1,292	18,808	8,106	26,914	369	4,011	2,467	7	100	4	4,249	11,207	15,707
1962	636	542	1,178	15,786	10,445	26,231	410	4,050	2,358	3	71	4	6,648	13,544	12,687
1961	665	550	1,215	14,187	9,899	24,086	541	3,780	2,115	6	72	4	6,682	13,200	10,886
1960	568	438	1,006	16,446	9,209	25,655	463	4,954	2,477	4	101	3	6,261	14,263	11,392
1959	481	343	824	14,481	10,521	25,002	482	3,122	1,835	6	100	7	6,723	12,275	12,727
1958	575	389	964	15,296	7,354	22,650	468	4,680	1,688	6	109	9	5,288	12,248	10,402
1957	604	391	995	10,639	4,316	14,955	427	3,794	1,334	5	73	5	2,550	8,188	6,767

NUMBER APPOINTED OR PROMOTED FROM ELIGIBLE LISTS

SERVICE	PERMANENT							TOTALS	TEMPORARY							TOTALS	PROMOTIONS	GRAND TOTALS
	MALES			FEMALES					MALES			FEMALES						
	Disabled Veterans	Veterans	Non-Veterans	Disabled Veterans	Veterans	Non-Veterans	Gold Star		Disabled Veterans	Veterans	Non-Veterans	Disabled Veterans	Veterans	Non-Veterans	Gold Star			
OFFICIAL SERVICE																		
STATE	95	206	194	1	7	598	-	1,101	99	523	451	-	17	948	-	2,038	1,518	4,657
BOSTON OTHER CITIES & TOWNS WELFARE DISTRICTS	23	53	124	-	1	261	-	462	8	28	79	-	1	364	-	480	500	1,442
TOTALS	191	817	1,146	4	16	1,662	1	3,837	116	620	677	1	22	1,716	-	3,152	2,798	9,787

OFFICIAL SERVICE

TEN YEAR COMPARATIVE TABLE

1966	191	817	1,146	4	16	1,662	1	3,837	116	620	677	1	22	1,716	-	3,152	2,798	9,787
1965	240	825	1,101	7	18	1,665	3	3,859	123	590	753	3	10	1,285	-	2,764	2,614	9,237
1964	401	1,248	1,224	2	27	1,623	2	4,527	139	720	752	1	18	1,331	1	2,962	3,163	10,652
1963	215	1,013	839	1	29	1,553	2	3,652	180	589	691	-	13	1,545	-	3,018	2,737	9,407
1962	270	1,155	760	3	19	1,491	1	3,699	270	1,187	851	-	6	1,573	-	3,887	2,685	10,271
1961	336	1,056	505	2	21	1,490	2	3,412	197	1,140	964	-	7	1,250	-	3,558	4,142	11,112
1960	311	1,144	500	5	22	1,277	5	3,264	198	928	744	2	9	1,388	-	3,269	2,769	9,302
1959	251	1,336	420	10	21	1,031	1	3,070	181	961	491	1	6	1,112	1	2,753	2,474	8,297
1958	310	1,176	400	5	34	1,414	4	3,343	214	706	405	1	3	989	2	2,320	2,771	8,434
1957	426	1,456	329	2	35	1,100	9	3,357	285	781	327	2	12	1,121	5	2,533	2,630	8,520

LABOR SERVICE

STATE	*	92	30	*	-	2	1	125	*	544	565	*	8	269	3	1,389	513	2,027
BOSTON OTHER CITIES & TOWNS	*	56	117	*	-	130	-	303	*	26	79	*	-	17	-	122	340	765
TOTALS	*	589	450	*	11	697	2	1,749	*	1,747	2,146	*	21	1,037	4	4,955	1,582	8,286

TEN YEAR COMPARATIVE TABLE

1966	*	589	450	*	11	697	2	1,749	*	1,747	2,146	*	21	1,037	4	4,955	1,582	8,286
1965	*	831	494	*	5	741	1	2,072	*	1,948	2,146	*	9	1,212	8	5,323	1,584	8,979
1964	*	777	357	*	9	782	-	1,925	*	2,540	2,236	*	17	1,064	2	5,859	1,806	9,590
1963	*	750	403	*	3	441	-	1,597	*	2,176	1,944	*	7	911	12	5,050	1,954	8,601
1962	*	752	321	*	20	604	-	1,697	*	2,142	1,852	*	27	878	12	4,911	1,683	8,291
1961	*	797	265	*	3	318	1	1,384	*	2,312	1,833	*	35	598	11	4,789	1,692	7,865
1960	*	711	216	*	12	412	-	1,351	*	2,518	1,733	*	17	705	9	4,982	1,899	8,232
1959	*	730	274	*	6	559	1	1,570	*	2,426	1,302	*	7	677	13	4,425	1,611	7,606
1958	*	726	220	*	1	417	4	1,368	*	2,320	1,082	*	17	754	12	4,185	1,512	7,065
1957	*	956	310	*	5	447	4	1,722	*	2,355	1,234	*	5	571	9	4,174	1,942	7,838
GRAND TOTALS	191	1,406	1,596	4	27	2,359	3	5,586	116	2,367	2,823	1	43	2,753	4	8,107	4,380	18,073

*Disabled Veterans' Preference does not apply to Labor Service

NUMBER OF POSITIONS FILLED PROVISIONALLY

	<u>OFFICIAL SERVICE</u>	<u>LABOR SERVICE</u>	<u>TOTAL</u>
State	542	29	571
Boston	193	108	301
Other Cities and Towns	926	207	1,133
Welfare Districts	<u>2</u>	<u>-</u>	<u>2</u>
Totals	1,663	344	2,007

NUMBER OF TRANSFERS

State	1,027	109	1,136
Boston	503	61	564
Other Cities and Towns	374	162	536
Welfare Districts	<u>3</u>	<u>-</u>	<u>3</u>
Totals	1,907	332	2,239

NUMBER OF REQUISITIONS CANCELLED

State	280	30	310
Boston	113	65	178
Other Cities and Towns	195	277	472
Welfare Districts	<u>-</u>	<u>-</u>	<u>-</u>
Totals	588	372	960

NUMBER OF REQUISITIONS RECEIVED

	<u>OFFICIAL SERVICE</u>			<u>LABOR SERVICE</u>			<u>GRAND TOTAL</u>
	<u>Permanent</u>	<u>Temporary</u>	<u>Total</u>	<u>Permanent</u>	<u>Temporary</u>	<u>Total</u>	
State	3,313	6,306	9,619	412	1,825	2,237	11,856
Boston	1,827	1,254	3,081	810	614	1,424	4,505
Other Cities and Towns	4,722	4,611	9,333	2,792	4,606	7,398	16,731
Welfare Districts	<u>18</u>	<u>2</u>	<u>20</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>20</u>
Totals	9,880	12,173	22,053	4,014	7,045	11,059	33,112

NUMBER OF PERSONS CERTIFIED

State	71,810	89,980	161,790	4,259	15,689	19,948	181,738
Boston	8,032	4,494	12,526	2,979	2,226	5,205	17,731
Other Cities and Towns	21,999	8,299	30,298	14,354	34,217	48,571	78,869
Welfare Districts	<u>899</u>	<u>1</u>	<u>900</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>900</u>
Totals	102,740	102,774	205,514	21,592	52,132	73,724	279,238

SEPARATIONS FROM SERVICE

<u>Cause of Separation</u>	<u>State</u>	<u>Boston</u>	<u>Other Cities and Towns</u>	<u>Total</u>
Resignation	612	469	1,044	2,125
Death	115	114	213	442
Retirement	316	373	812	1,501
Position Abolished	-	1	7	8
Discharged during Probationary Period	12	48	18	78
Military Service	9	13	15	37
Sickness	101	325	89	515
Lack of Work or Funds	1	-	11	12
Cause	18	57	93	168
Leave of Absence	<u>163</u>	<u>79</u>	<u>354</u>	<u>596</u>
Totals	1,347	1,479	2,656	5,482

REINSTATEMENTS

Resignation	15	24	83	122
Retirement	-	-	-	-
Position Abolished	-	-	-	-
Military Service	5	5	16	26
Sickness	73	253	87	413
Lack of Work or Funds	2	-	53	55
Cause	4	37	96	137
Leave of Absence	<u>98</u>	<u>34</u>	<u>204</u>	<u>336</u>
Totals	197	353	539	1,089

SEPARATIONS FROM SERVICE

TEN YEAR COMPARATIVE TABLE

	<u>1966</u>	<u>*1965</u>	<u>1964</u>	<u>1963</u>	<u>1962</u>	<u>1961</u>	<u>1960</u>	<u>1959</u>	<u>1958</u>	<u>1957</u>
Resignation	2,125	1,807	1,985	1,848	1,554	2,141	1,657	1,939	1,736	2,267
Death	442	536	584	465	431	584	463	490	503	492
Retirement	1,501	1,690	1,738	1,576	1,351	1,728	1,317	1,550	1,364	1,410
Position Abolished	8	89	39	56	6	14	4	7	49	22
Discharged during Probationary Period	78	89	51	92	60	61	32	70	44	117
Military Service	37	40	42	54	46	57	17	26	27	33
Sickness	515	799	679	660	597	601	497	475	443	508
Lack of Work or Funds	12	55	72	191	59	79	25	106	144	99
Cause	168	221	173	261	126	231	103	164	182	138
Leave of Absence	<u>596</u>	<u>795</u>	<u>478</u>	<u>629</u>	<u>353</u>	<u>652</u>	<u>298</u>	<u>422</u>	<u>-</u>	<u>-</u>
Totals	5,482	6,121	5,841	5,832	4,583	6,148	4,413	5,249	4,492	5,086

REINSTATEMENTS

TEN YEAR COMPARATIVE TABLE

Resignation	122	124	119	128	98	160	97	140	163	146
Retirement	-	2	1	1	-	4	3	2	-	3
Position Abolished	-	86	5	10	-	1	-	1	-	1
Military Service	26	46	36	58	58	28	15	33	20	21
Sickness	413	686	574	472	500	420	362	378	362	357
Lack of Work or Funds	55	41	66	112	51	122	51	118	153	104
Cause	137	143	136	158	84	136	80	112	98	102
Leave of Absence	<u>336</u>	<u>269</u>	<u>258</u>	<u>266</u>	<u>223</u>	<u>273</u>	<u>204</u>	<u>202</u>	<u>-</u>	<u>-</u>
Totals	1,089	1,397	1,195	1,205	1,014	1,144	812	986	796	734

*Estimated figures for twelve month period.

NUMBER OF PERSONS ON MILITARY LEAVE

STATE	329
BOSTON	167
OTHER CITIES AND TOWNS	<u>482</u>
TOTAL	978

NUMBER OF PERSONS REINSTATED AFTER MILITARY LEAVE

STATE	5
BOSTON	5
OTHER CITIES AND TOWNS	<u>16</u>
TOTAL	26

NUMBER OF CASES WHERE RIGHTS OF PERSONS IN MILITARY SERVICE WERE PREJUDICED BY SUCH SERVICE AND CORRECTED BY THE DIRECTOR WITH THE APPROVAL OF THE GOVERNOR AND COUNCIL UNDER CHAPTER 708, ACTS OF 1941, AS AMENDED:	4
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NUMBER OF PIECES OF INCOMING MAIL:	653,926
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NUMBER OF PIECES OF OUTGOING MAIL:	616,700
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NUMBER OF PERSONS APPEARING AT INFORMATION DESKS

<u>OFFICIAL SERVICE</u>	<u>LABOR SERVICE</u>	<u>TOTAL</u>
79,325	27,887	107,212

APPEALS TO DIRECTOR FROM MARK IN WRITTEN EXAMINATIONS

Number of Appeals Received	2,150
Number of Marks Increased or Decreased	448

TEN YEAR COMPARATIVE TABLE

<u>Year</u>	<u>Number of Appeals Received</u>	<u>Number of Marks Increased or Decreased</u>
1966	2,150	448
1965	2,332	654
1964	1,994	357
1963	2,107	405
1962	1,625	151
1961	1,527	175
1960	1,844	252
1959	1,563	89
1958	1,625	89
1957	1,274	120

CASES ON APPEAL FROM DECISION OF DIRECTOR TO COMMISSION

	<u>Mark</u>	<u>Other</u>	<u>Total</u>
Number Denied	545	111	656
Number Granted	530	571	1,101
Number Considered	1,075	682	1,757

TEN YEAR COMPARATIVE TABLE

	<u>Number Denied Involving</u>		<u>Number Granted Involving</u>		<u>Number Considered Involving</u>	
	<u>Mark</u>	<u>Other</u>	<u>Mark</u>	<u>Other</u>	<u>Mark</u>	<u>Other</u>
1966	545	111	530	571	1,075	682
1965	538	128	601	728	1,139	856
1964	206	165	373	903	659	1,068
1963	296	98	346	557	642	655
1962	367	147	231	524	598	671
1961	498	164	260	504	758	668
1960	395	147	179	576	574	723
1959	364	124	219	575	583	699
1958	406	96	168	488	574	584
1957	245	119	236	322	481	441

NUMBER OF HEARINGS HELD BY DIRECTOR OR REPRESENTATIVE	3,845
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NUMBER OF PERSONS APPEARING AT DIRECTOR'S OFFICE	26,804
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NUMBER OF PAPERS EXAMINED BY APPLICANTS	8,588
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NUMBER OF PAPERS EXAMINED BY PERSONS OTHER THAN APPLICANTS	441
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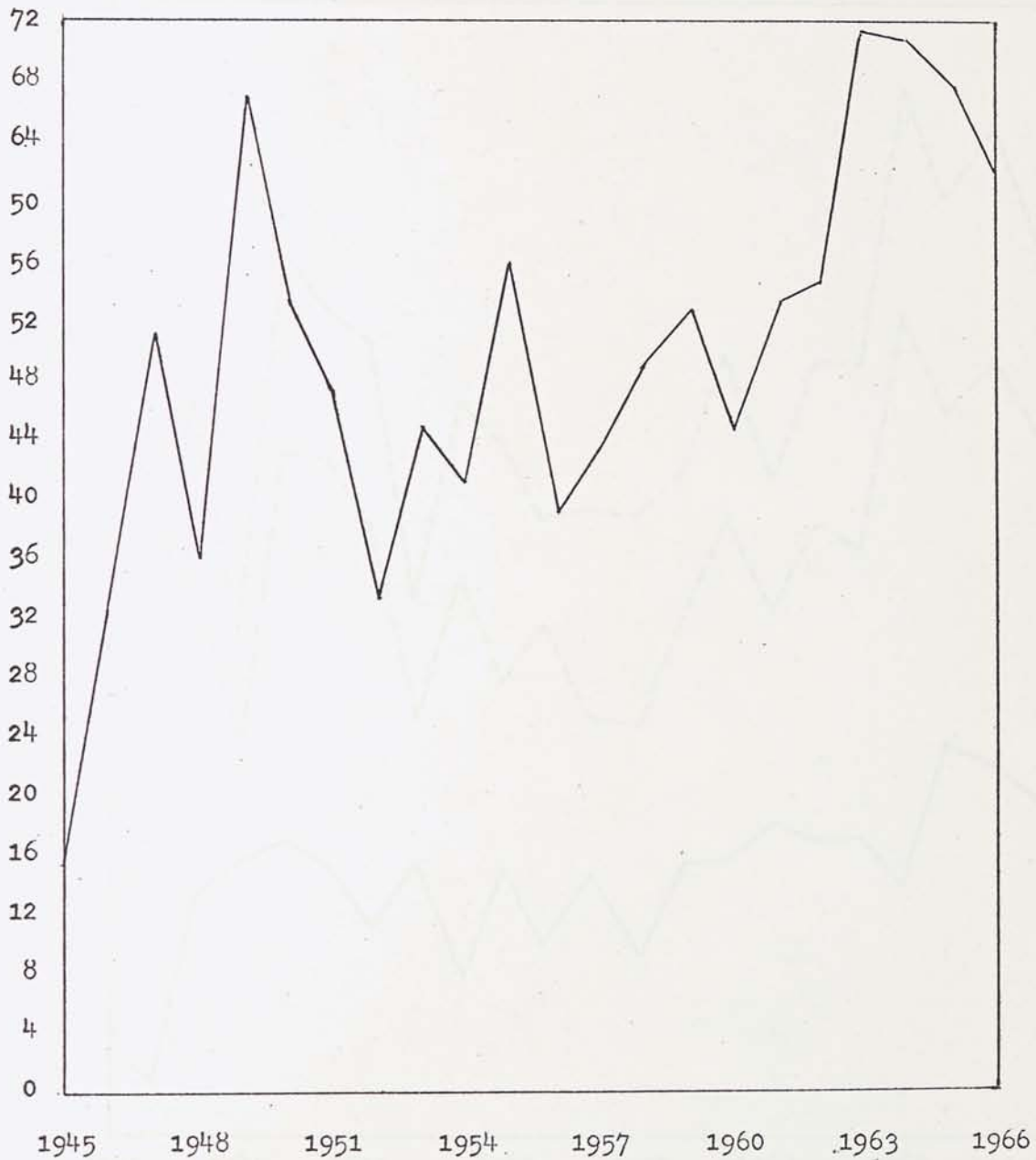
NUMBER OF PAPERS EXAMINED BY APPOINTING AUTHORITIES OR BY THEIR AUTHORIZED AGENTS	2
--	---

NUMBER OF PAPERS SENT TO CIVIL SERVICE REPRESENTATIVES UPON REQUEST OF APPLICANTS	1,678
--	-------

NUMBER OF APPLICATIONS RECEIVED
PER YEAR

1945 - 1966

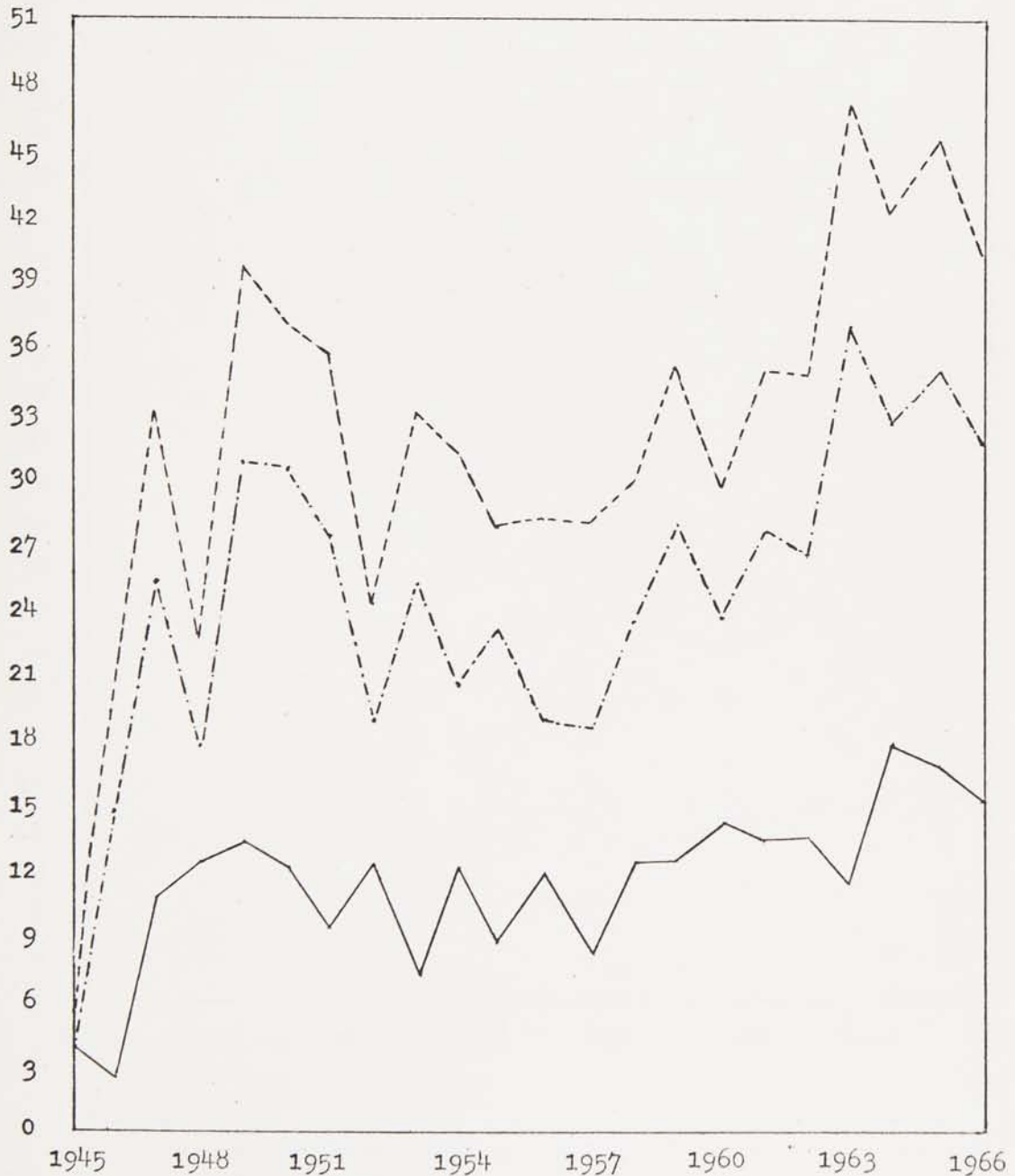
Thousands



COMPARISON OF NUMBER OF PERSONS
NOTIFIED, EXAMINED AND PASSING EXAMINATIONS

1945 - 1966

Thousands



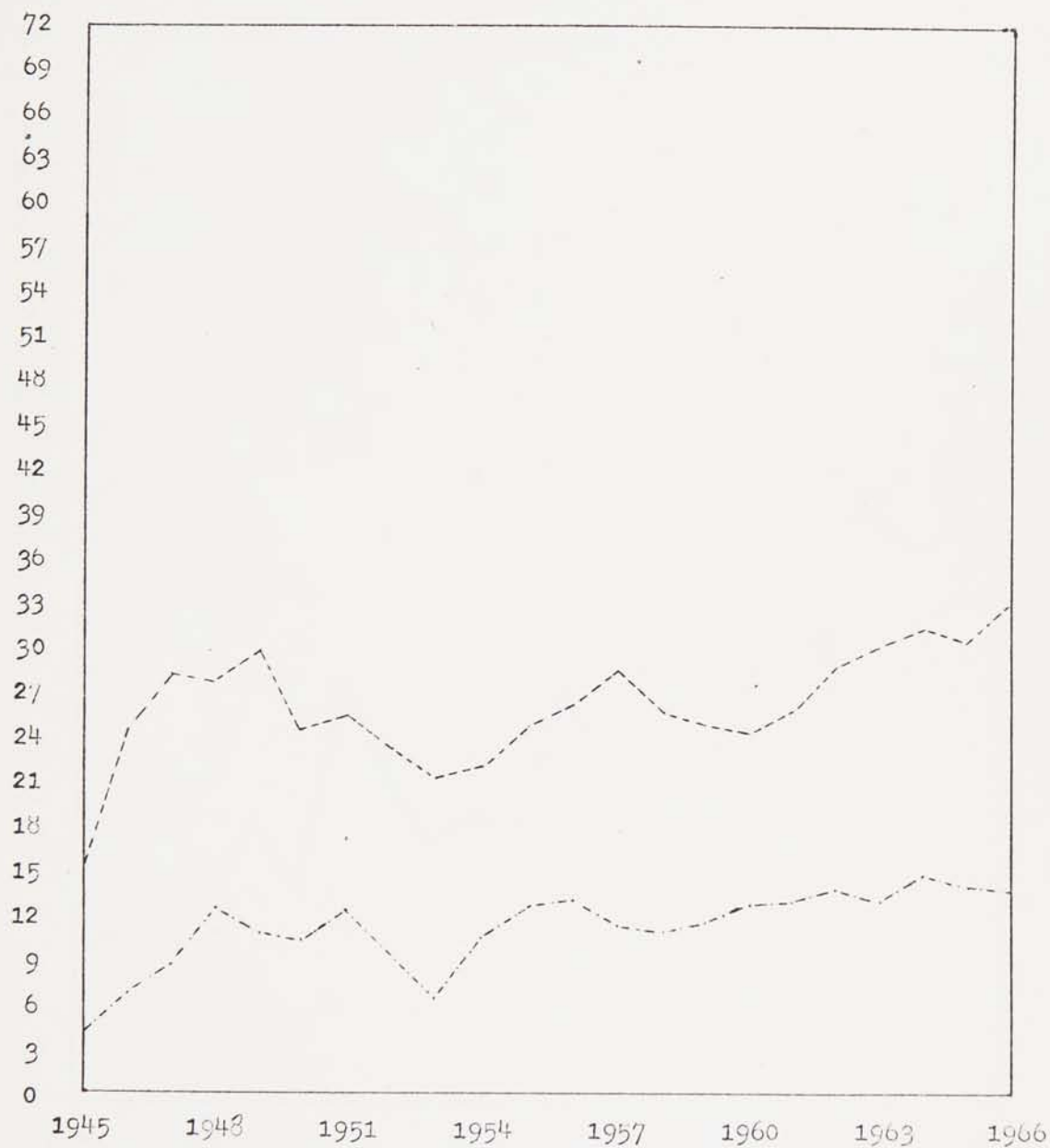
Legend:

- No. Notified
- . - . - . No. Examined
- No. Passed

COMPARISON OF NUMBER OF
REQUISITIONS RECEIVED & NUMBER APPOINTED

1945 - 1966

Thousands



Legend:

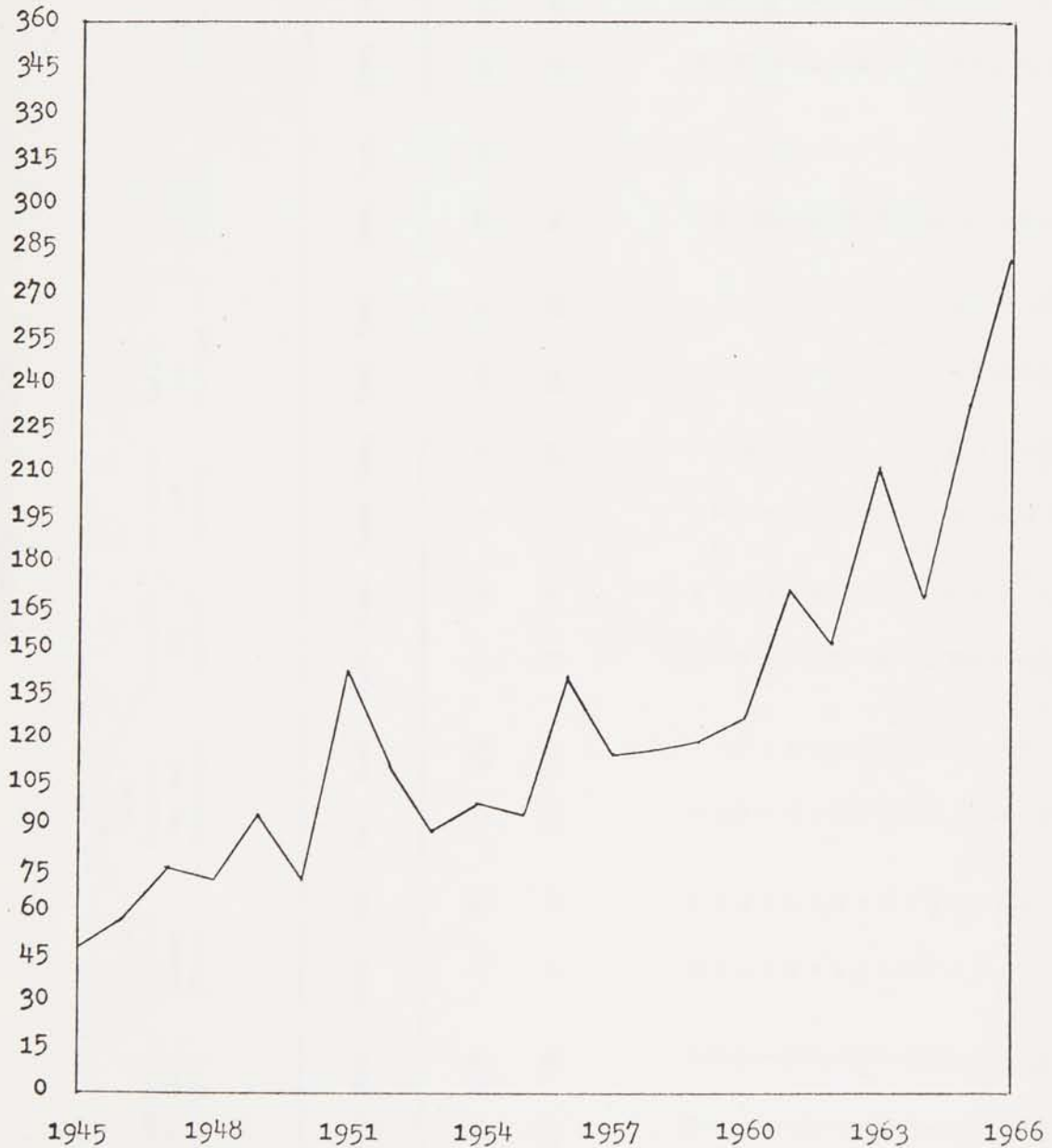
----- No. Requisitions

- . - . - . - . No. Appointed

NUMBER OF PERSONS CERTIFIED

1945 - 1966

Thousands



APPOINTMENTS BY CATEGORIES

	Administra- tive and Clerical		Agricul- ture and Conser- vation		Construc- tion, Engineer- ing and Mechanical		Custodian and Domestic		Education and Library		Public Health and Welfare		Public Safety and Utilities		Labor Service		TOTALS		
SERVICE	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Total
COMMONWEALTH	656	1085	9	38	160	575	27	25	12	36	170	187	67	92	125	1389	1226	3427	4653
BOSTON	226	82	-	-	19	17	63	62	4	295	107	23	43	1	303	122	765	602	1367
OTHER CITIES																			
Attleboro	12	-	-	-	2	-	1	-	-	-	1	-	4	-	18	14	38	14	52
Beverly	8	2	-	-	-	-	3	-	2	-	2	-	15	2	13	43	43	47	90
Brockton	16	25	-	-	4	4	8	-	1	10	6	1	17	-	54	208	106	248	354
Cambridge	21	3	-	-	3	-	11	-	1	8	8	-	56	-	51	318	151	329	480
Chelsea	1	3	-	-	-	-	-	-	-	-	1	-	1	-	4	5	7	8	15
Chicopee	11	9	-	-	-	-	7	6	-	2	-	-	30	-	14	77	62	94	156
Everett	5	4	-	-	2	2	4	3	-	-	1	-	13	4	7	87	32	100	132
Fall River	11	11	-	-	1	1	2	-	1	-	5	2	8	4	37	136	65	154	219
Fitchburg	8	2	-	-	1	-	4	-	1	-	5	-	7	-	11	33	37	35	72
Gardner	5	-	-	-	2	-	3	-	-	-	-	-	13	-	7	57	30	57	87
Gloucester	2	7	-	-	1	-	4	-	-	-	2	-	14	-	20	66	43	73	116
Haverhill	24	8	-	-	-	-	9	1	-	14	7	1	15	1	32	76	87	101	188
Holyoke	10	10	-	-	1	-	7	3	1	-	6	3	4	-	14	67	43	83	126
Lawrence	7	13	-	-	1	-	4	-	4	-	4	2	13	1	47	107	80	123	203
Leominster	1	-	-	-	1	-	2	-	-	-	4	1	10	-	14	5	32	6	38
Lowell	27	17	-	-	3	-	28	1	-	41	10	2	31	2	44	84	143	147	290
Lynn	16	17	-	-	-	-	16	11	-	-	8	-	24	-	35	189	99	217	316

APPOINTMENTS BY CATEGORIES

	Administra- tive and Clerical		Agricul- ture and Conser- vation		Construc- tion, Engineer- ing and Mechanical		Custodian and Domestic		Education and Library		Public Health and Welfare		Public Safety and Utilities		Labor Service		TOTALS	
SERVICE	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.
OTHER CITIES (Continued)																		
Malden	12	3	-	-	-	-	4	-	-	-	3	-	8	2	18	32	45	37
Marlboro	5	-	-	-	2	-	-	-	-	-	1	-	12	-	10	8	30	8
Medford	11	3	-	-	1	-	7	3	-	1	5	1	21	-	13	169	58	177
Melrose	6	-	-	-	-	-	6	-	-	-	-	-	11	-	-	-	23	-
New Bedford	34	12	-	-	2	2	11	-	-	1	4	-	8	-	38	72	97	87
Newburyport	-	-	-	-	1	-	1	1	-	-	-	-	4	-	-	-	6	1
Newton	54	11	-	-	4	-	10	5	-	26	8	-	7	-	46	85	129	127
North Adams	1	-	-	-	-	-	6	-	-	1	1	2	3	-	15	11	26	14
Northampton	3	1	-	-	-	-	-	-	-	-	4	-	4	-	2	18	13	19
Peabody	14	2	-	-	1	-	21	7	-	-	8	-	19	2	20	100	83	111
Pittsfield	13	4	-	-	1	-	6	1	-	-	7	-	8	1	20	5	55	11
Quincy	31	18	-	-	2	1	5	4	-	7	9	1	7	-	58	160	112	191
Revere	6	10	-	-	-	-	2	2	-	-	3	-	32	-	9	7	52	19
Salem	5	2	-	-	1	1	3	2	-	10	4	-	5	-	-	1	18	16
Somerville	14	9	-	-	4	-	-	1	-	-	4	-	20	-	10	45	52	55
Springfield	49	23	-	-	11	1	5	2	1	45	17	1	31	-	57	126	171	198
Taunton	2	-	-	-	4	-	2	-	-	-	4	-	11	-	20	25	43	25
Waltham	10	-	-	-	2	-	5	1	1	-	7	-	21	-	44	44	90	45
Westfield	5	4	-	-	-	-	3	-	-	-	1	-	8	-	15	8	32	12
Woburn	6	-	-	-	1	-	3	-	1	-	1	-	10	-	103	148	125	148
Worcester	61	12	-	-	11	-	11	4	-	-	21	-	49	-	80	168	233	184
TOWNS																		
Abington	-	-	-	-	-	-	-	-	-	-	-	-	5	-	-	-	5	-
Acton	-	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	3	-
Acushnet	-	-	-	-	-	-	1	-	-	-	-	-	-	-	3	-	4	-
Adams	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-
Agawam	-	-	-	-	-	-	22	-	-	-	1	-	1	1	18	-	42	1
Amesbury	1	-	-	-	-	-	-	-	-	-	-	-	4	-	-	-	5	-

APPOINTMENTS BY CATEGORIES

	Administra- tive and Clerical		Agricul- ture and Conser- vation		Cnstruc- tion, Engineer- ing and Mechanical		Custodian and Domestic		Education and Library		Public Health and Welfare		Public Safety and Utilities		Labor Service		TOTALS		
SERVICE	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Total
TOWNS (Continued)																			
Andover	-	-	1	-	5	-	-	-	-	-	-	-	1	-	-	2	7	2	9
Arlington	8	6	-	-	1	1	5	-	2	-	5	-	13	-	16	39	50	46	96
Ashland	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	-	1
Athol	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	-	1
Auburn	1	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	2	-	2
Barnstable	5	-	-	-	-	-	-	-	-	-	2	3	-	-	-	-	8	2	10
Bellingham	-	-	-	-	-	-	-	-	-	-	1	-	7	-	-	-	8	-	8
Belmont	-	-	-	-	-	-	-	-	-	-	-	-	4	-	9	10	13	10	23
Berkley	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	-	1
Billerica	8	1	-	-	-	-	5	-	-	-	-	-	10	8	3	29	26	38	64
Bourne	-	-	-	-	-	-	-	-	-	-	1	-	5	-	-	-	6	-	6
Braintree	2	1	-	-	-	-	-	-	-	-	-	-	3	9	6	19	11	29	40
Brookline	18	10	-	-	3	1	8	5	1	14	-	-	19	-	12	218	61	248	309
Buckland	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	-	1
Burlington	5	-	-	-	-	-	2	1	-	-	1	-	12	1	3	27	23	29	52
Canton	-	-	-	-	-	-	-	-	-	-	-	-	9	-	-	-	9	-	9
Chatham	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1
Chelmsford	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	2	-	2
Clinton	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	2	-	2
Cohasset	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	2	-	2
Danvers	-	-	-	-	-	-	-	-	-	-	-	-	6	-	-	-	6	-	6
Dartmouth	-	-	-	-	-	-	-	1	-	-	-	-	6	-	3	24	9	25	34
Dedham	1	-	-	-	-	-	1	1	-	-	1	-	5	-	4	7	12	8	20
Dighton	1	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	3	-	3
Douglas	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	-	1
Dracut	-	-	-	-	-	-	-	-	-	-	-	-	29	-	-	-	29	-	29
Dudley	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	1
Duxbury	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	1
Easthampton	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	1	1	2

APPOINTMENTS BY CATEGORIES

	Administra- tive and Clerical	Agricul- ture and Conser- vation	Construc- tion, Engineer- ing and Mechanical	Custodian and Domestic	Education and Library	Public Health and Welfare	Public Safety and Utilities	Labor Service	TOTALS
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SERVICE	Perm. Temp.	Perm. Temp.	Perm. Temp.	Perm. Temp.	Perm. Temp.	Perm. Temp.	Perm. Temp.	Perm. Temp.	Perm. Temp.	Perm. Temp.	Total
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TOWNS (Continued)

East											
Longmeadow	-	-	-	-	-	-	2	-	-	2	2
Easton	-	-	-	-	-	1	-	-	-	1	1
Essex	1	-	-	-	-	-	-	-	-	1	1
Fairhaven	2	2	-	-	-	1	1	12	-	19	21
Falmouth	1	-	-	-	-	1	4	-	-	6	6
Foxborough	-	-	-	-	-	-	2	-	-	2	2
Framingham	-	1	-	-	-	1	6	-	-	7	8
Franklin	3	-	-	-	-	-	1	18	2	27	29
Freetown	1	-	-	-	-	-	-	-	-	1	1
Grafton	1	-	-	-	-	1	-	-	-	2	2
Great Barrington	-	-	-	-	-	-	1	-	-	1	1
Greenfield	1	-	-	-	-	-	-	-	-	1	1
Hanover	1	-	-	-	-	-	2	-	-	3	3
Hanson	-	-	-	-	-	1	-	-	-	1	1
Hingham	-	-	-	-	-	-	5	-	-	5	5
Holbrook	-	-	-	-	-	1	3	-	-	4	4
Holden	1	-	-	-	-	-	-	-	-	1	1
Holliston	1	-	-	-	-	-	1	-	-	2	2
Hopkinton	1	-	-	-	-	-	-	-	-	1	1
Hudson	1	-	-	-	-	1	1	-	-	3	3
Hull	1	-	-	-	1	-	4	15	-	21	21
Ipswich	-	-	1	-	-	-	4	-	-	5	5
Kingston	-	-	-	-	-	-	1	-	-	1	1
Ludlow	1	1	-	-	-	-	1	-	2	2	5
Lynnfield	-	-	-	-	-	-	1	-	-	1	1
Manchester	-	-	-	-	-	-	2	-	-	2	2

APPOINTMENTS BY CATEGORIES

Administra- tive and Clerical	Agricul- ture and Conser- vation	Construc- tion, Engineer- ing and Mechanical	Custodian and Domestic	Education and Library	Public Health and Welfare	Public Safety and Utilities	Labor Service	TOTALS
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SERVICE	Perm. Temp.	Perm. Temp.	Perm. Temp.	Perm. Temp.	Perm. Temp.	Perm. Temp.	Perm. Temp.	Perm. Temp.	Perm. Temp.	Perm. Temp.	Temp.	Total
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TOWNS (Continued)

Mansfield	-	-	-	-	-	-	-	-	1	-	-	1
Marblehead	-	-	-	-	-	-	-	-	-	12	-	12
Marion	-	-	-	-	-	-	-	-	1	1	-	2
Marshfield	-	-	-	-	-	-	-	-	-	1	-	1
Maynard	-	-	-	-	-	-	-	-	-	2	-	2
Medfield	-	-	-	-	-	-	-	-	1	-	-	1
Merrimac	-	-	-	-	-	-	-	-	1	-	-	1
Methuen	3	3	-	-	-	15	-	-	-	14	31	43
Middleboro	-	-	-	-	-	-	-	-	-	1	-	1
Milford	-	-	-	-	-	-	-	-	-	6	-	6
Millbury	-	-	-	-	-	-	-	-	1	1	-	2
Milton	8	-	-	-	-	5	6	-	1	5	2	11
Natick	-	-	-	-	1	-	-	-	-	8	7	15
Needham	-	-	-	-	-	-	-	-	-	2	-	2
Norfolk	1	-	-	-	-	-	-	-	-	-	-	-
North Andover	-	-	-	-	1	-	-	-	-	-	2	16
North Attleboro	1	-	-	-	-	-	-	-	1	3	-	-
Northborough	-	-	-	-	-	-	-	-	1	-	-	-
North Reading	1	-	-	-	-	-	-	-	-	-	3	6
Norwell	-	-	-	-	-	-	-	-	1	1	-	-
Norwood	9	3	-	-	4	-	-	-	-	1	3	6
Oxford	-	-	-	-	-	-	-	-	-	11	-	-
Palmer	-	-	-	-	-	-	-	-	-	1	-	-
Pembroke	-	-	-	-	-	-	-	-	-	1	-	-
Plymouth	-	-	-	-	-	-	-	-	1	4	-	-
Randolph	3	-	-	-	-	1	-	-	-	6	-	1

- 71 -
APPOINTMENTS BY CATEGORIES

	Administra- tive and Clerical	Agricul- ture and Conser- vation	Construc- tion, Engineer- ing and Mechanical	Custodian and Domestic	Education and Library	Public Health and Welfare	Public Safety and Utilities	Labor Service	TOTALS		
SERVICE	Perm. Temp.	Perm. Temp.	Perm. Temp.	Perm. Temp.	Perm. Temp.	Perm. Temp.	Perm. Temp.	Perm. Temp.	Perm.	Temp.	Total
TOWNS (Continued)											
Raynham	1	-	-	-	-	-	-	-	1	-	1
Reading	-	-	-	-	-	1	-	-	2	-	2
Rockland	-	-	-	-	-	-	1	-	1	-	1
Rockport	-	-	-	-	-	-	1	1	1	1	2
Saugus	-	2	-	-	-	1	9	9	19	18	37
Scituate	-	-	-	-	-	-	6	-	6	-	6
Sharon	-	-	-	-	-	1	-	-	1	-	1
Shrewsbury	6	-	-	1	-	4	7	7	25	20	45
Southbridge	2	-	-	-	-	-	-	-	2	-	2
South Hadley	-	-	-	-	-	-	3	2	5	-	5
Spencer	1	-	-	-	-	-	-	-	1	-	1
Stoneham	-	-	-	4	-	2	8	8	22	3	25
Stoughton	-	-	-	-	-	-	4	3	7	1	8
Sutton	1	-	-	-	-	-	-	-	1	-	1
Swampscott	1	-	1	2	-	-	1	5	10	-	10
Swansea	-	-	-	-	-	1	-	-	1	-	1
Tewksbury	-	-	-	1	-	-	-	-	1	-	1
Wakefield	-	-	-	-	-	1	4	-	5	-	5
Walpole	-	-	-	-	-	-	2	4	2	4	6
Ware	-	-	-	-	-	-	1	-	-	1	1
Wareham	1	-	-	-	-	-	-	-	1	-	1
Watertown	7	-	-	-	-	3	4	14	28	26	54
Webster	-	-	-	-	-	2	4	-	6	-	6
Wellesley	-	-	-	-	-	-	3	-	3	-	3
West											
Bridgewater	-	-	-	-	-	-	1	-	1	-	1
Westford	-	-	-	-	-	1	-	-	1	-	1
Weston	-	-	-	-	-	-	2	-	2	-	2

APPOINTMENTS BY CATEGORIES

	Administra- tive and Clerical		Agricul- ture and Conser- vation		Construc- tion, Engineer- ing and Mechanical		Custodian and Domestic		Education and Library		Public Health and Welfare		Public Safety and Utilities		Labor Service		TOTALS	
SERVICE	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.
<u>TOWNS (Continued)</u>																		
West																		
Springfield	4	2	-	-	1	1	5	-	-	-	-	-	6	-	40	15	56	18
Westwood	1	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	2	-
Weymouth	-	-	-	-	1	-	-	-	-	-	3	-	13	-	23	38	40	38
Wilmington	1	-	-	-	-	-	-	-	-	-	1	-	-	1	-	-	2	1
Winchendon	-	-	-	-	-	-	-	-	-	-	-	-	4	-	-	-	4	-
Winchester	1	-	-	-	-	-	-	-	-	-	-	-	5	3	-	-	6	3
Winthrop	10	1	-	-	-	-	-	-	-	1	-	-	3	1	10	10	23	13
Wrentham	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-
<u>WELFARE DISTRICTS</u>																		
Central																		
Essex	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Eastern																		
Berkshire	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	-
Naquag	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-
Northern																		
Berkshire	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	-
Northern																		
Middlesex	1	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	2	-
Quaboag	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	-
Southern																		
Franklin	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
Southwick																		
Granville	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	-
Takemmy	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	-

- 73 -
APPOINTMENTS BY CATEGORIES

	Administra- tive and Clerical		Agricul- ture and Conser- vation		Construc- tion, Engineer- ing and Mechanical		Custodian and Domestic		Education and Library		Public Health and Welfare		Public Safety and Utilities		Labor Service		TOTALS		
SERVICE	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Perm.	Temp.	Total
COMMONWEALTH	656	1,085	9	38	160	575	27	25	12	36	170	187	67	92	125	1,389	1,226	3,427	4,653
BOSTON	226	82	-	-	19	17	63	62	4	295	107	23	43	1	303	122	765	602	1,367
OTHER CITIES	527	245	-	-	70	12	224	58	14	166	182	17	574	19	1,000	2,804	2,591	3,321	5,912
TOWNS	132	33	1	-	21	3	88	14	3	16	56	4	371	47	321	640	993	757	1,750
WELFARE DISTRICTS	5	-	-	-	-	-	-	-	-	-	6	-	-	-	-	-	11	-	11
TOTALS	1,546	1,445	10	38	270	607	402	159	33	513	521	231	1,055	159	1,749	4,955	5,586	8,107	13,693

APPOINTMENTS BY CATEGORIES - TEN YEAR COMPARATIVE TABLE

YEAR	Administra- tive and Clerical		Agricul- ture and Conser- vation		Construc- tion, Engineer- ing and Mechanical		Custodian and Domestic		Education and Library		Public Health and Welfare		Public Safety and Utilities		Labor Service		TOTALS		
1966	1,546	1,445	10	38	270	607	402	159	33	513	521	231	1,055	159	1,749	4,955	5,586	8,107	13,693
1965	1,387	914	16	30	202	651	372	165	73	575	550	223	1,133	181	1,951	5,142	5,684	7,881	13,565
1964	1,633	1,277	19	40	357	714	493	171	64	371	619	158	1,342	231	1,925	5,859	6,452	8,821	15,273
1963	1,477	1,388	13	13	359	560	228	53	22	570	552	149	1,001	285	1,597	5,050	5,249	8,068	13,317
1962	1,358	1,634	21	89	487	1,039	308	62	36	456	518	107	972	499	1,697	4,911	5,397	8,797	14,194
1961	1,516	1,130	31	51	312	980	293	136	44	936	435	121	781	204	1,384	4,789	4,796	8,347	13,143
1960	1,134	1,174	7	12	172	976	355	153	32	586	451	130	1,113	238	1,351	4,980	4,615	8,249	12,864
1959	1,000	1,001	12	20	360	848	341	121	27	448	342	112	988	203	1,570	4,425	4,640	7,178	11,818
1958	1,343	765	16	25	313	706	264	56	49	447	370	95	988	226	1,368	4,185	4,711	6,505	11,216
1957	978	1,060	22	97	313	633	275	107	47	344	381	64	1,341	228	1,722	4,174	5,079	6,707	11,786

NUMBER OF PRESENT EMPLOYEES UNDER CIVIL SERVICE LAWS

BY CATEGORIES

JURISDICTION	Administrative and Clerical	Agriculture and Conservation	Construction, Engineering and Mechanical	Custodian and Domestic	Education and Library	Public Health and Welfare	Public Safety and Utilities	Labor Service	TOTAL
TOTAL	18,911	566	6,836	5,800	1,031	6,296	28,353	24,806	*107,590
COMMONWEALTH	10,746	363	4,101	637	239	2,218	2,719	4,595	25,618
INSTITUTIONAL									14,991
CITIES	6,886	126	2,339	4,133	706	3,242	18,534	16,598	52,564
Attleborough	40	1	25	38	1	18	149	142	414
Beverly	65	1	22	39	6	23	253	200	609
Boston	2,052	30	646	958	139	1,139	5,121	3,669	13,754
Brookton	148	8	75	104	2	65	396	545	1,343
Cambridge	221	1	71	114	37	107	659	641	1,851
Chelsea	47	-	23	34	4	34	211	140	493
Chicopee	113	2	40	72	8	37	356	302	930
Everett	76	-	30	62	3	55	334	244	804
Fall River	173	3	65	104	4	111	632	372	1,464
Fitchburg	76	2	12	44	20	36	252	259	701
Gardner	30	1	10	23	5	14	104	137	324
Gloucester	46	2	22	40	5	30	164	218	527
Haverhill	151	1	21	100	3	55	287	393	1,011
Holyoke	150	5	103	83	4	41	382	448	1,216
Lawrence	128	4	54	107	150	92	506	581	1,622
Leominster	37	2	7	31	8	34	155	199	473
Lowell	168	1	62	246	16	142	558	432	1,625
Lynn	191	6	50	128	9	108	615	553	1,660
Malden	98	4	19	69	1	42	346	257	836
Marlborough	44	1	10	20	6	16	131	96	324
Medford	85	5	26	86	1	39	360	242	844
Melrose	58	2	12	31	2	17	161	-	283
New Bedford	218	9	68	181	19	88	597	631	1,811
Newburyport	22	-	6	18	1	9	78	-	134
Newton	319	-	63	155	46	59	507	749	1,898
North Adams	26	2	17	34	2	20	102	122	325
Northampton	27	1	12	25	4	18	128	93	308
Peabody	88	1	50	70	8	28	262	214	721
Pittsfield	118	1	41	92	13	42	308	300	915
Quincy	307	2	87	130	8	84	477	826	1,921
Revere	67	-	11	48	4	35	350	96	611
Salem	52	-	21	44	14	37	246	-	414
Somerville	133	-	41	103	47	89	473	373	1,259
Springfield	466	10	174	185	67	156	963	994	3,015
Taunton	84	2	82	68	1	28	233	222	720
Waltham	93	-	36	68	7	40	372	293	909
Westfield	62	3	24	57	8	21	133	211	519
Woburn	40	1	21	51	1	26	154	238	532
Worcester	567	12	180	271	22	207	1,019	1,166	3,444

*Includes 14,991 non-professional institutional positions.

NUMBER OF PRESENT EMPLOYEES UNDER CIVIL SERVICE LAWS

BY CATEGORIES

JURISDICTION	Administrative and Clerical	Agriculture and Conservation	Construction, Engineering and Mechanical	Custodian and Domestic	Education and Library	Public Health and Welfare	Public Safety and Utilities	Labor Service	TOTAL
TOWNS	1,225	77	396	1,030	86	778	7,100	3,613	14,305
Abington	2	-	1	-	-	2	24	-	29
Acton	-	-	-	-	-	1	27	-	28
Acushnet	5	-	3	9	2	7	76	25	127
Adams	2	-	1	14	-	6	27	-	50
Agawam	4	-	-	45	-	8	89	105	251
Amesbury	5	-	-	2	-	4	63	-	74
Amherst	1	-	-	2	-	2	1	-	6
Andover	4	-	2	11	-	6	68	37	128
Arlington	94	4	42	65	3	27	260	363	858
Ashland	1	-	-	-	-	1	21	-	23
Athol	4	-	2	-	-	5	47	-	58
Auburn	1	-	1	-	-	3	11	-	16
Avon	1	-	-	-	-	1	5	-	7
Ayer	-	-	-	-	-	-	11	-	11
Barnstable	7	-	1	-	-	4	45	-	57
Barre	1	-	-	-	-	1	-	-	2
Bedford	-	-	-	-	-	1	20	-	21
Bellingham	1	-	2	-	-	2	24	-	29
Belmont	5	1	3	-	-	5	116	107	237
Berkley	-	-	-	-	-	2	-	-	2
Billerica	34	3	15	36	1	16	92	95	292
Blackstone	1	-	-	-	-	1	6	-	8
Bourne	2	-	-	-	-	3	44	-	49
Boxford	-	-	1	-	-	-	-	-	1
Boylston	-	-	-	-	-	1	-	-	1
Braintree	5	-	-	45	-	9	71	206	336
Brewster	-	-	-	-	-	1	-	-	1
Bridgewater	2	-	-	-	-	4	19	-	25
Brookline	114	49	36	94	35	32	407	325	1,092
Buckland	1	-	-	-	-	1	-	-	2
Burlington	36	1	6	35	6	8	104	104	300
Canton	1	-	2	-	-	3	99	-	105
Carver	1	-	-	-	-	1	-	-	2
Charlton	1	-	1	-	-	1	1	-	4
Chatham	2	-	-	-	-	1	-	-	3
Chelmsford	2	-	1	-	-	3	56	-	62
Cheshire	-	-	1	-	-	-	-	-	1
Chester	-	-	-	-	-	1	-	-	1
Clinton	4	-	-	-	-	8	56	-	68
Cohasset	2	-	-	-	-	2	67	-	71
Concord	2	-	2	-	-	1	-	-	5
Dalton	1	-	-	-	-	2	9	-	12
Danvers	2	-	2	-	-	4	94	-	102
Dartmouth	4	-	-	19	-	6	55	64	148
Dedham	12	1	6	33	-	6	103	55	216

NUMBER OF PRESENT EMPLOYEES UNDER CIVIL SERVICE LAWS

BY CATEGORIES

JURISDICTION	Administrative and Clerical	Agriculture and Conservation	Construction, Engineering and Mechanical	Custodian and Domestic	Education and Library	Public Health and Welfare	Public Safety and Utilities	Labor Service	TOTAL
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TOWNS (Continued)

Dennis	1	"	"	"	"	1	"	"	2
Dighton	1	"	2	"	"	1	"	"	4
Douglas	"	"	"	"	"	1	"	"	1
Dover	"	"	2	"	"	"	"	"	2
Dracut	3	"	1	"	"	4	22	"	40
Dudley	3	"	"	"	"	1	6	"	10
Duxbury	3	"	"	"	"	2	10	"	15
East									
Bridgewater	"	"	"	"	"	2	1	"	3
Eastham	"	"	"	"	"	1	"	"	1
Easthampton	8	"	5	12	1	2	48	22	98
East									
Longmeadow	"	"	1	"	"	"	19	"	20
Easton	1	"	"	"	"	5	18	"	24
Edgartown	"	"	"	1	"	"	3	"	4
Essex	2	"	"	"	"	2	"	"	4
Fairhaven	26	"	2	27	2	12	89	117	275
Falmouth	12	"	"	"	"	4	72	"	88
Foxborough	2	"	"	"	"	2	21	"	25
Framingham	17	"	4	"	"	7	204	"	232
Franklin	20	"	4	25	"	11	54	68	182
Freetown	2	"	"	"	"	2	"	"	4
Goshen	"	"	"	"	"	1	"	"	1
Gosnold	"	"	"	"	"	1	"	"	1
Grafton	2	"	"	"	"	3	"	"	5
Great									
Barrington	3	"	1	"	"	"	12	"	16
Greenfield	7	"	"	"	"	8	60	"	75
Groveland	1	"	"	"	"	1	"	"	2
Hadley	"	"	"	"	"	1	2	"	3
Halifax	3	"	"	"	"	3	"	"	6
Hamilton	3	"	"	"	"	"	"	"	3
Hampden	"	"	1	"	"	"	"	"	1
Hanover	5	"	"	"	"	1	19	"	25
Hanson	3	"	"	"	"	2	6	"	11
Harwich	1	"	1	"	"	"	1	"	3
Hatfield	1	"	"	"	"	1	"	"	2
Hingham	4	"	1	"	"	1	86	"	92
Holbrook	1	"	"	2	"	3	26	"	32
Holden	2	"	"	"	"	2	"	"	4
Holliston	3	"	"	"	"	1	6	"	10
Hopedale	"	"	"	"	"	2	"	"	2
Hopkinton	2	"	"	"	"	2	"	"	4
Hudson	6	"	1	"	"	4	67	"	78
Hull	13	1	2	19	"	6	100	79	220
Ipswich	4	1	3	"	"	1	32	"	41
Kingston	"	"	"	"	"	2	12	"	14
Lakeville	1	"	"	"	"	2	"	"	3

NUMBER OF PRESENT EMPLOYEES UNDER CIVIL SERVICE LAWS

BY CATEGORIES

JURISDICTION	Administrative and Clerical	Agriculture and Conservation	Construction, Engineering and Mechanical	Custodian and Domestic	Education and Library	Public Health and Welfare	Public Safety and Utilities	Labor Service	TOTAL
TOWNS (Continued)									
Lancaster	1	-	-	-	-	2	-	-	3
Lee	4	-	1	-	-	2	7	-	14
Leicester	3	-	-	-	-	2	-	-	5
Leverett	-	-	-	-	-	1	-	-	1
Lexington	3	-	-	-	-	2	37	-	42
Lincoln	-	-	1	-	-	1	-	-	2
Littleton	-	-	2	-	-	-	-	-	2
Longmeadow	1	-	1	-	-	-	-	-	2
Ludlow	7	-	2	-	-	3	30	3	45
Lunenburg	1	-	-	-	-	1	-	-	2
Lynnfield	-	-	1	-	-	1	21	-	23
Manchester	2	-	-	-	-	-	8	-	10
Mansfield	1	-	1	-	-	3	21	-	26
Marblehead	3	-	2	-	-	3	80	-	88
Marion	2	-	1	-	-	2	-	-	5
Marshfield	1	-	-	-	-	3	71	-	75
Mashpee	-	-	-	-	-	2	-	-	2
Mattapoisett	1	-	-	-	-	3	-	-	4
Maynard	2	-	1	-	-	3	19	-	25
Medfield	2	-	-	-	-	2	14	-	18
Medway	-	-	1	-	-	4	10	-	15
Mendon	-	-	-	-	-	1	-	-	1
Merrimac	1	-	-	-	-	3	1	-	5
Methuen	42	3	4	75	-	25	139	189	477
Middleborough	4	-	1	-	-	6	44	-	55
Milford	7	-	2	14	-	5	61	-	89
Millbury	3	-	-	-	-	6	12	-	21
Millis	2	-	-	-	-	2	12	-	16
Millville	-	-	-	-	-	1	-	-	1
Milton	54	1	16	30	2	17	132	154	413
Monson	-	-	1	-	-	-	-	-	1
Montague	3	-	-	-	-	2	17	-	22
Nahant	-	-	1	-	-	1	30	-	32
Nantucket	1	-	-	-	-	1	13	-	15
Natick	4	-	2	-	-	7	147	-	160
Needham	3	1	2	-	-	4	102	-	112
Norfolk	3	-	-	-	-	1	12	-	16
North Andover	-	-	2	11	-	3	61	90	167
North Attleborough	4	-	-	-	-	9	65	-	78
Northborough	2	-	1	-	-	2	-	-	5
Northbridge	5	-	2	-	-	2	43	-	52
North Reading	3	-	-	-	-	3	24	16	46
Norton	1	-	-	-	-	1	9	-	11
Norwell	4	-	-	-	-	3	17	-	24
Norwood	57	-	26	31	2	23	130	125	394

NUMBER OF PRESENT EMPLOYEES UNDER CIVIL SERVICE LAWS

BY CATEGORIES

JURISDICTION	Administrative and Clerical	Agriculture and Conservation	Construction, Engineering and Mechanical	Custodian and Domestic	Education and Library	Public Health and Welfare	Public Safety and Utilities	Labor Service	TOTAL
Oak Bluffs	-	-	-	-	-	1	4	-	5
Orange	-	-	1	-	-	-	8	-	9
Orleans	-	-	-	-	-	2	-	-	2
Oxford	2	-	-	-	-	6	41	-	49
Palmer	2	-	1	-	-	2	23	-	29
Paxton	-	-	1	-	-	-	-	-	1
Pelham	-	-	-	-	-	1	-	-	1
Pembroke	-	-	-	-	-	1	15	-	16
Pepperell	1	-	-	-	-	1	-	-	2
Plainville	-	-	-	-	-	1	-	-	1
Plymouth	2	-	3	-	-	8	74	-	87
Plympton	-	-	-	-	-	1	-	-	1
Princeton	-	-	-	-	-	1	-	-	1
Provincetown	1	-	-	-	-	2	14	-	17
Randolph	44	2	5	31	-	30	106	46	264
Raynham	1	-	-	-	-	1	-	-	2
Reading	2	-	1	-	-	3	68	-	74
Rehoboth	-	-	-	-	-	2	-	-	2
Rochester	-	-	-	-	-	1	-	-	1
Rockland	2	-	3	-	-	4	57	-	66
Rockport	2	-	1	-	-	1	21	-	25
Rutland	-	-	1	-	-	-	-	-	1
Salisbury	1	-	-	-	-	2	-	-	3
Sandwich	-	-	-	-	-	1	21	-	22
Saugus	34	-	8	30	1	6	100	120	299
Scituate	3	-	2	-	-	2	102	-	109
Seekonk	2	-	1	-	-	1	-	-	4
Sharon	1	-	2	1	-	1	15	-	20
Shrewsbury	47	-	9	29	3	17	108	145	358
Shutesbury	-	-	-	-	-	1	-	-	1
Somerset	2	-	2	-	-	3	2	-	9
Southborough	1	-	-	-	-	1	-	-	2
Southbridge	3	-	-	-	-	6	44	-	53
South Hadley	2	-	4	18	-	5	31	18	78
Spencer	3	-	-	-	-	3	10	-	16
Sterling	2	-	-	-	-	1	-	-	3
Stockbridge	1	-	-	-	-	1	-	-	2
Stoneham	2	-	1	32	-	3	115	79	232
Stoughton	7	-	5	-	-	6	57	33	108
Stow	1	-	-	-	-	1	-	-	2
Sturbridge	2	-	-	-	-	1	-	-	3
Sudbury	1	-	-	-	-	2	23	-	26
Sutton	1	-	-	-	-	1	-	-	2
Swampscott	26	1	10	31	-	8	99	37	212
Swansea	1	-	2	-	-	2	-	-	5

NUMBER OF PRESENT EMPLOYEES UNDER CIVIL SERVICE LAWS

BY CATEGORIES

JURISDICTION	Administrative and Clerical	Agriculture and Conservation	Construction, Engineering and Mechanical	Custodian and Domestic	Education and Library	Public Health and Welfare	Public Safety and Utilities	Labor Service	TOTAL
Tewksbury	14	-	6	42	-	3	6	16	87
Tisbury	2	-	-	-	-	2	5	-	9
Townsend	2	-	-	-	-	-	-	-	2
Truro	-	-	-	-	-	-	4	-	4
Tyngsboro	3	-	-	-	-	-	2	-	5
Upton	2	-	-	-	-	2	-	-	4
Uxbridge	3	-	1	-	-	1	18	-	23
Wakefield	5	-	1	-	-	3	114	-	123
Walpole	2	-	2	-	-	2	28	-	34
Ware	2	-	2	-	-	2	28	-	34
Wareham	5	-	2	-	-	4	35	-	46
Warren	1	-	-	-	-	1	-	-	2
Watertown	69	4	35	41	2	37	209	203	600
Wayland	2	-	1	-	-	2	-	-	5
Webster	3	-	1	-	-	8	58	-	70
Wellesley	4	-	3	-	-	3	90	-	100
Westborough	3	-	-	-	-	2	1	-	6
West Boylston	2	-	-	-	-	1	-	-	3
West Bridgewater	2	-	-	-	-	1	8	-	11
Westford	1	-	-	1	-	3	7	-	12
Weston	1	-	1	-	-	1	16	-	19
Westport	3	-	1	-	-	3	3	-	10
West Springfield	53	1	20	62	16	19	155	245	571
Westwood	2	-	3	32	-	2	21	-	60
Weymouth	12	-	1	-	-	8	236	230	487
Whitman	3	-	-	-	-	7	20	-	30
Williamstown	2	-	-	-	-	7	13	-	22
Wilmington	4	-	-	2	-	6	56	-	68
Winchendon	1	-	-	-	-	3	12	-	16
Winchester	2	1	-	-	-	4	86	-	93
Winthrop	39	2	15	21	3	16	88	92	276
Wrentham	1	-	1	-	-	1	10	-	13
Yarmouth	2	-	1	-	-	1	-	-	4

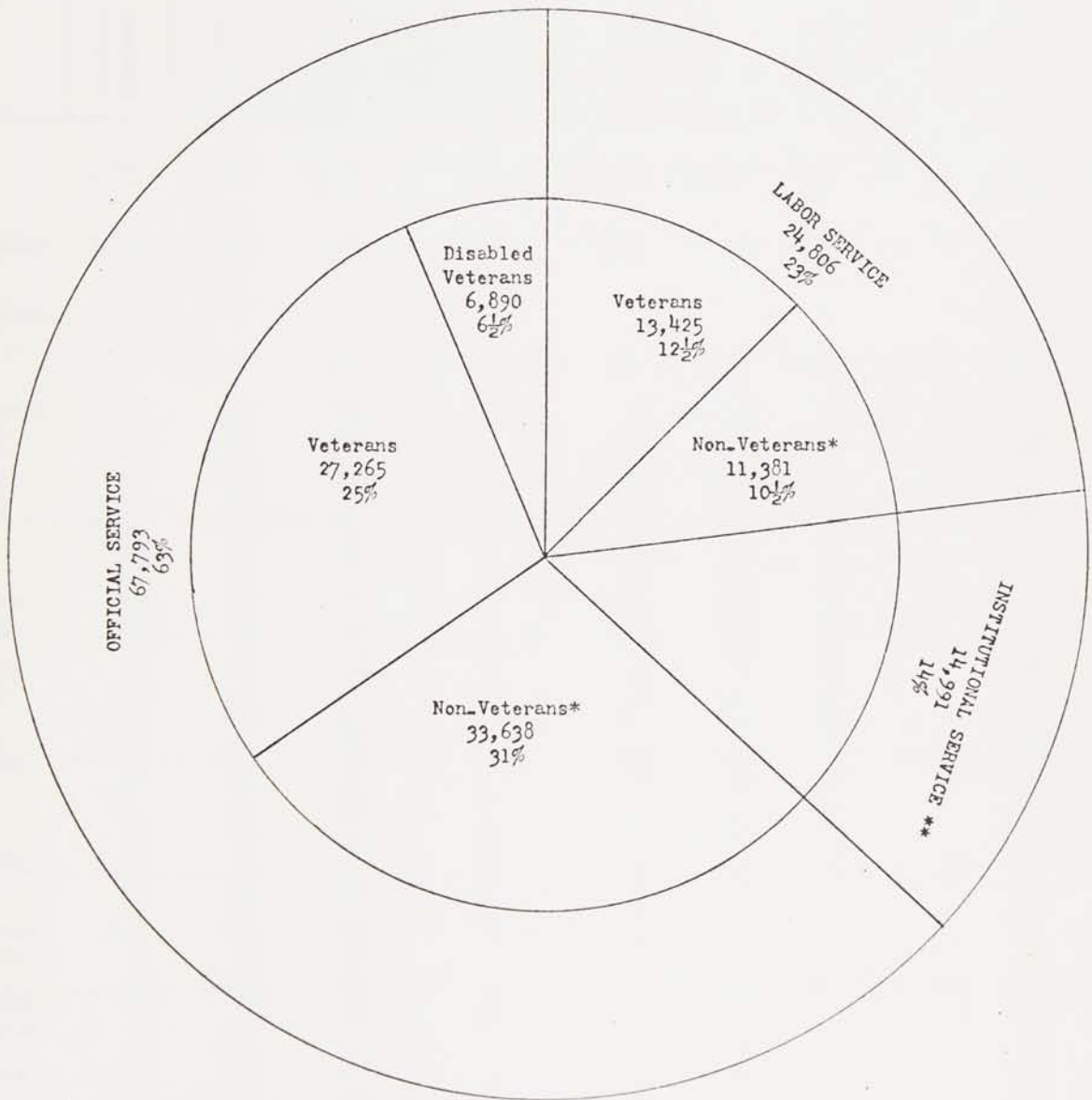
TOWNS (Continued)

NUMBER OF PRESENT EMPLOYEES UNDER CIVIL SERVICE LAWS

BY CATEGORIES

JURISDICTION	Administrative and Clerical	Agriculture and Conservation	Construction, Engineering and Mechanical	Custodian and Domestic	Education and Library	Public Health and Welfare	Public Safety and Utilities	Labor Service	TOTAL
<u>WELFARE DISTRICTS</u>	54	-	-	-	-	58	-	-	112
Assabet	-	-	-	-	-	1	-	-	1
Bay Path	2	-	-	-	-	1	-	-	3
Belchertown-Granby	1	-	-	-	-	1	-	-	2
Brimfield-Holland	-	-	-	-	-	1	-	-	1
Central Berkshire	1	-	-	-	-	1	-	-	2
Central Essex	2	-	-	-	-	3	-	-	5
Central Franklin	3	-	-	-	-	1	-	-	4
Dover-Sherborn	-	-	-	-	-	3	-	-	3
Eastern Berkshire	2	-	-	-	-	3	-	-	5
Eastern Franklin	4	-	-	-	-	4	-	-	8
East Longmeadow-	-	-	-	-	-	-	-	-	-
Wilbraham	1	-	-	-	-	2	-	-	3
Manchester-Wenham	1	-	-	-	-	2	-	-	3
Naquag	3	-	-	-	-	1	-	-	4
Nashoba	1	-	-	-	-	2	-	-	3
Newbury-Rowley	1	-	-	-	-	3	-	-	4
Northern Berkshire	3	-	-	-	-	2	-	-	5
Northern Franklin	1	-	-	-	-	3	-	-	4
Northern Middlesex	3	-	-	-	-	3	-	-	6
Northern Worcester	4	-	-	-	-	2	-	-	6
Pentucket	1	-	-	-	-	1	-	-	2
Quaboag	2	-	-	-	-	3	-	-	5
Southeast Hampden	3	-	-	-	-	2	-	-	5
Southeastern	-	-	-	-	-	-	-	-	-
Berkshire	2	-	-	-	-	1	-	-	3
Southern Berkshire	2	-	-	-	-	2	-	-	4
Southern Franklin	2	-	-	-	-	2	-	-	4
Southwick-Granville	1	-	-	-	-	1	-	-	2
Takemmy	1	-	-	-	-	1	-	-	2
Tekoa	1	-	-	-	-	1	-	-	2
Truro-Wellfleet	-	-	-	-	-	1	-	-	1
Wachusett	2	-	-	-	-	1	-	-	3
Watatic	1	-	-	-	-	1	-	-	2
Western Berkshire	1	-	-	-	-	1	-	-	2
Western Franklin	1	-	-	-	-	1	-	-	2
Western Hampshire	1	-	-	-	-	1	-	-	2

PRESENT EMPLOYEES UNDER CIVIL SERVICE LAWS



* Including Widows or Widowed Mothers of Veterans.

** Non-Professional Institutional Positions.

NUMBER OF PRESENT EMPLOYEES UNDER CIVIL SERVICE LAWS

JURISDICTION	OFFICIAL SERVICE							LABOR SERVICE					TOTAL
	Male			Female				Male		Female			
	Disabled Veterans	Veterans	Non-Veterans	Disabled Veterans	Veterans	Gold Star	Non-Veterans	Veterans	Non-Veterans	Veterans	Gold Star	Non-Veterans	
TOTAL	6,833	26,861	14,249	57	404	53	19,336	13,354	5,484	71	27	5,870	*107,590
COMMONWEALTH	2,788	5,934	3,303	24	178	25	8,771	3,735	611	30	7	212	25,618
INSTITUTIONAL													14,991
CITIES	3,467	16,033	7,467	26	176	27	8,770	8,171	3,889	34	19	4,485	52,564
Attleborough	5	122	88	-	1	-	56	38	58	-	-	46	414
Beverly	31	185	100	1	1	-	91	91	47	4	-	58	609
Boston	1,301	4,422	1,960	4	41	9	2,348	1,658	911	1	14	1,085	13,754
Brockton	43	368	205	1	5	1	175	264	155	2	-	124	1,343
Cambridge	157	483	278	1	6	2	283	344	144	1	1	151	1,851
Chelsea	52	175	73	-	3	-	50	71	27	-	-	42	493
Chicopee	47	307	120	-	2	-	152	120	46	1	1	134	930
Everett	63	286	133	2	4	-	72	148	35	-	-	61	804
Fall River	94	598	178	-	7	-	215	266	27	2	1	76	1,464
Fitchburg	36	221	72	-	1	1	111	150	66	1	-	42	701
Gardner	6	89	50	1	-	-	41	55	48	1	-	33	324
Gloucester	13	141	80	1	3	-	71	70	49	-	-	99	527
Haverhill	39	267	111	-	3	2	196	120	93	2	-	178	1,011
Holyoke	51	401	154	1	7	-	154	193	123	-	-	132	1,216
Lawrence	117	426	247	1	1	-	249	244	194	-	-	43	1,622
Leominster	25	113	79	-	2	-	55	50	56	2	-	91	473
Lowell	186	492	226	1	10	-	278	309	92	-	2	29	1,625
Lynn	121	572	174	3	4	-	233	351	54	-	-	148	1,660
Malden	47	279	117	-	1	-	135	117	83	-	-	57	836
Marlborough	12	96	71	-	1	-	48	52	18	-	-	26	324
Medford	72	253	139	-	3	-	135	130	68	-	-	44	844
Melrose	11	106	76	-	2	-	88	-	-	-	-	-	283
New Bedford	102	561	185	1	9	2	320	408	59	-	-	164	1,811
Newburyport	4	59	46	-	-	-	25	-	-	-	-	-	134
Newton	78	426	235	-	3	-	407	437	214	1	-	97	1,898
North Adams	12	88	66	-	-	-	37	55	42	1	-	24	325
Northampton	8	117	58	1	1	-	30	40	34	1	-	18	308
Peabody	48	213	152	-	2	2	90	84	50	-	-	80	721
Pittsfield	26	270	148	-	2	-	169	151	72	-	-	77	915
Quincy	92	380	224	1	4	1	323	228	195	9	-	394	1,921
Revere	68	231	114	1	3	-	98	64	21	-	-	11	611
Salem	42	212	88	-	-	-	72	-	-	-	-	-	414
Somerville	111	386	194	-	3	4	188	254	68	2	-	49	1,259
Springfield	71	876	462	-	12	2	598	434	307	1	-	252	3,015
Taunton	31	252	132	-	3	-	80	129	68	1	-	24	720
Waltham	38	324	105	-	1	-	148	197	42	-	-	54	909
Westfield	7	131	70	1	3	-	96	81	34	-	-	96	519
Woburn	29	155	61	-	1	1	47	65	92	1	-	80	532
Worcester	171	950	396	4	21	-	736	603	197	-	-	366	3,444

*Includes 14,991 non-professional institutional positions.

NUMBER OF PRESENT EMPLOYEES UNDER CIVIL SERVICE LAWS

JURISDICTION	OFFICIAL SERVICE							LABOR SERVICE					TOTAL
	Male			Female				Male		Female			
	Disabled Veterans	Veterans	Non-Veterans	Disabled Veterans	Veterans	Gold Star	Non-Veterans	Veterans	Non-Veterans	Veterans	Gold Star	Non-Veterans	
TOWNS	576	4,887	3,472	7	50	1	1,699	1,448	984	7	1	1,173	14,305
Abington	3	16	4	-	-	-	6	-	-	-	-	-	29
Acton	-	16	12	-	-	-	-	-	-	-	-	-	28
Acushnet	2	42	48	-	-	-	10	7	6	-	-	12	127
Adams	3	32	10	-	2	-	3	-	-	-	-	-	50
Agawam	3	64	71	-	-	-	8	29	14	-	-	62	251
Amesbury	5	27	34	-	1	-	7	-	-	-	-	-	74
Amherst	-	2	1	-	-	-	3	-	-	-	-	-	6
Andover	4	48	35	-	-	-	4	28	9	-	-	-	128
Arlington	37	216	115	1	3	-	123	193	126	-	1	43	858
Ashland	1	13	7	-	-	-	2	-	-	-	-	-	23
Athol	4	36	11	-	-	-	7	-	-	-	-	-	58
Auburn	1	8	6	-	-	-	1	-	-	-	-	-	16
Avon	-	2	4	-	-	-	1	-	-	-	-	-	7
Ayer	1	3	7	-	-	-	-	-	-	-	-	-	11
Barnstable	4	28	15	-	-	-	10	-	-	-	-	-	57
Barre	-	-	-	-	-	-	2	-	-	-	-	-	2
Bedford	3	9	9	-	-	-	-	-	-	-	-	-	21
Bellingham	-	17	11	-	-	-	1	-	-	-	-	-	29
Belmont	9	71	44	-	-	-	6	27	64	-	-	16	237
Berkley	-	-	-	-	-	-	2	-	-	-	-	-	2
Billerica	21	79	46	-	2	-	49	33	10	-	-	52	292
Blackstone	-	-	6	-	-	-	2	-	-	-	-	-	8
Bourne	1	20	24	-	-	-	4	-	-	-	-	-	49
Boxford	-	-	1	-	-	-	-	-	-	-	-	-	1
Boylston	-	-	-	-	-	-	1	-	-	-	-	-	1
Braintree	6	46	69	-	1	-	8	54	64	1	-	87	336
Brewster	-	-	-	-	-	-	1	-	-	-	-	-	1
Bridgewater	-	8	12	-	1	-	4	-	-	-	-	-	25
Brookline	68	315	205	1	7	-	171	202	87	-	-	36	1,092
Buckland	-	1	-	-	-	-	1	-	-	-	-	-	2
Burlington	8	71	54	-	2	-	61	16	13	-	-	75	300
Canton	3	43	56	-	-	-	3	-	-	-	-	-	105
Carver	-	-	1	-	-	-	1	-	-	-	-	-	2
Charlton	-	1	1	-	-	-	2	-	-	-	-	-	4
Chatham	-	-	-	-	-	-	3	-	-	-	-	-	3
Chelmsford	5	33	21	-	-	-	3	-	-	-	-	-	62
Cheshire	-	-	1	-	-	-	-	-	-	-	-	-	1
Chester	-	-	-	-	-	-	1	-	-	-	-	-	1
Clinton	4	36	22	-	-	-	6	-	-	-	-	-	68
Cohasset	3	32	32	-	-	-	4	-	-	-	-	-	71
Concord	-	2	1	-	-	-	2	-	-	-	-	-	5
Dalton	-	5	4	-	-	-	3	-	-	-	-	-	12
Danvers	7	52	38	-	-	-	5	-	-	-	-	-	102
Dartmouth	-	32	44	-	1	-	7	24	25	1	-	14	148
Dedham	21	89	44	-	-	-	7	43	10	-	-	2	216

NUMBER OF PRESENT EMPLOYEES UNDER CIVIL SERVICE LAWS

JURISDICTION	OFFICIAL SERVICE							LABOR SERVICE					TOTAL
	Male			Female				Male		Female			
	Disabled Veterans	Veterans	Non-Veterans	Disabled Veterans	Veterans	Gold Star	Non-Veterans	Veterans	Non-Veterans	Veterans	Gold Star	Non-Veterans	

TOWNS (Continued)

Dennis	-	-	-	-	1	-	1	-	-	-	-	-	2
Dighton	-	2	-	-	-	-	2	-	-	-	-	-	4
Douglas	-	1	-	-	-	-	-	-	-	-	-	-	1
Dover	-	-	2	-	-	-	-	-	-	-	-	-	2
Dracut	2	16	22	-	-	-	-	-	-	-	-	-	40
Dudley	-	3	5	-	-	-	2	-	-	-	-	-	10
Duxbury	1	6	4	-	-	-	4	-	-	-	-	-	15
East Bridgewater	-	1	-	-	-	-	2	-	-	-	-	-	3
Eastham	-	-	-	-	-	-	1	-	-	-	-	-	1
Easthampton	9	38	23	-	-	-	6	14	8	-	-	-	98
East Longmeadow	-	15	5	-	-	-	-	-	-	-	-	-	20
Easton	-	12	9	-	-	-	3	-	-	-	-	-	24
Edgartown	-	2	2	-	-	-	-	-	-	-	-	-	4
Essex	-	-	1	-	-	-	3	-	-	-	-	-	4
Fairhaven	5	22	86	-	-	-	45	18	39	1	-	59	275
Falmouth	4	49	32	-	-	-	3	-	-	-	-	-	88
Foxborough	2	10	11	-	-	-	2	-	-	-	-	-	25
Framingham	16	117	86	-	-	-	13	-	-	-	-	-	232
Franklin	6	52	31	-	1	-	24	28	16	1	-	23	182
Freetown	-	1	1	-	-	-	2	-	-	-	-	-	4
Goshen	-	-	1	-	-	-	-	-	-	-	-	-	1
Gosnold	-	1	-	-	-	-	-	-	-	-	-	-	1
Grafton	-	-	1	-	-	-	4	-	-	-	-	-	5
Great Barrington	-	5	6	-	-	-	5	-	-	-	-	-	16
Greenfield	1	42	22	1	-	-	9	-	-	-	-	-	75
Groveland	-	-	-	-	-	-	2	-	-	-	-	-	2
Hadley	-	1	2	-	-	-	-	-	-	-	-	-	3
Halifax	-	-	-	-	-	-	6	-	-	-	-	-	6
Hamilton	-	1	1	-	-	-	1	-	-	-	-	-	3
Hampden	-	1	-	-	-	-	-	-	-	-	-	-	1
Hanover	1	8	12	-	-	-	4	-	-	-	-	-	25
Hanson	-	3	4	-	-	-	4	-	-	-	-	-	11
Harwich	1	-	1	-	-	-	1	-	-	-	-	-	3
Hatfield	-	1	-	-	-	-	1	-	-	-	-	-	2
Hingham	4	50	35	-	-	-	3	-	-	-	-	-	92
Holbrook	2	16	13	-	-	-	1	-	-	-	-	-	32
Holden	-	1	1	-	-	-	2	-	-	-	-	-	4
Holliston	-	3	4	-	-	-	3	-	-	-	-	-	10
Hopedale	1	-	-	-	-	-	1	-	-	-	-	-	2
Hopkinton	-	1	1	-	-	-	2	-	-	-	-	-	4
Hudson	5	45	23	-	-	-	5	-	-	-	-	-	78
Hull	12	68	48	-	1	-	12	19	12	-	-	48	220
Ipswich	2	22	12	-	-	-	5	-	-	-	-	-	41
Kingston	-	8	4	-	1	-	1	-	-	-	-	-	14
Lakeville	-	1	1	-	-	-	1	-	-	-	-	-	3

NUMBER OF PRESENT EMPLOYEES UNDER CIVIL SERVICE LAWS

JURISDICTION	OFFICIAL SERVICE							LABOR SERVICE					TOTAL
	Male			Female				Male		Female			
	Disabled Veterans	Veterans	Non-Veterans	Disabled Veterans	Veterans	Gold Star	Non-Veterans	Veterans	Non-Veterans	Veterans	Gold Star	Non-Veterans	

TOWNS (Continued)

Lancaster	-	1	-	-	-	-	2	-	-	-	-	-	3
Lee	-	3	7	-	-	-	4	-	-	-	-	-	14
Leicester	-	-	-	-	-	-	5	-	-	-	-	-	5
Leverett	-	-	-	-	-	-	1	-	-	-	-	-	1
Lexington	3	26	11	-	-	-	2	-	-	-	-	-	42
Lincoln	-	-	1	-	-	-	1	-	-	-	-	-	2
Littleton	-	1	1	-	-	-	-	-	-	-	-	-	2
Longmeadow	1	-	-	-	-	-	1	-	-	-	-	-	2
Ludlow	2	26	8	-	-	-	6	1	2	-	-	-	45
Lunenburg	-	-	-	-	-	-	2	-	-	-	-	-	2
Lynnfield	1	14	7	-	1	-	-	-	-	-	-	-	23
Manchester	-	5	4	-	-	1	-	-	-	-	-	-	10
Mansfield	-	16	7	-	1	-	2	-	-	-	-	-	26
Marblehead	3	44	37	-	-	-	4	-	-	-	-	-	88
Marion	-	-	3	-	-	-	2	-	-	-	-	-	5
Marshfield	5	40	27	-	1	-	2	-	-	-	-	-	75
Mashpee	-	-	-	-	-	-	2	-	-	-	-	-	2
Mattapoisett	-	-	2	1	-	-	1	-	-	-	-	-	4
Maynard	4	8	8	-	-	-	5	-	-	-	-	-	25
Medfield	-	14	2	-	-	-	2	-	-	-	-	-	18
Medway	3	6	5	-	-	-	1	-	-	-	-	-	15
Mendon	-	-	-	-	-	-	1	-	-	-	-	-	1
Merrimac	1	-	-	-	-	-	4	-	-	-	-	-	5
Methuen	17	120	88	1	1	-	61	88	38	-	-	63	477
Middleborough	-	28	21	-	-	-	6	-	-	-	-	-	55
Milford	11	46	24	-	-	-	8	-	-	-	-	-	89
Millbury	3	10	3	-	-	-	5	-	-	-	-	-	21
Millis	2	3	8	-	2	-	1	-	-	-	-	-	16
Millville	-	-	-	-	-	-	1	-	-	-	-	-	1
Hilton	2	94	80	-	2	-	72	34	61	1	-	58	413
Molson	-	1	-	-	-	-	-	-	-	-	-	-	1
Montague	-	13	5	-	-	-	4	-	-	-	-	-	22
Nahant	1	17	13	-	-	-	1	-	-	-	-	-	32
Nantucket	-	7	6	-	-	-	2	-	-	-	-	-	15
Natick	8	100	44	-	-	-	8	-	-	-	-	-	160
Needham	9	54	44	-	-	-	5	-	-	-	-	-	112
Norfolk	-	10	1	-	-	-	5	-	-	-	-	-	16
North Andover	5	50	21	-	-	-	1	11	33	1	-	45	167
North Attleboro	3	41	27	-	-	-	7	-	-	-	-	-	78
Northborough	-	1	-	-	-	-	4	-	-	-	-	-	5
Northbridge	-	27	21	-	-	-	4	-	-	-	-	-	52
North Reading	1	15	10	-	-	-	4	5	11	-	-	-	46
Norton	-	2	7	-	-	-	2	-	-	-	-	-	11
Norwell	-	12	8	-	-	-	4	-	-	-	-	-	24
Norwood	29	99	65	-	3	-	73	46	39	-	-	40	394

NUMBER OF PRESENT EMPLOYEES UNDER CIVIL SERVICE LAWS

JURISDICTION	OFFICIAL SERVICE							LABOR SERVICE					TOTAL
	Male			Female				Male		Female			
	Disabled Veterans	Veterans	Non-Veterans	Disabled Veterans	Veterans	Gold Star	Non-Veterans	Veterans	Non-Veterans	Veterans	Gold Star	Non-Veterans	

TOWNS (Continued)

Oak Bluffs	-	1	3	-	-	-	1	-	-	-	-	-	5
Orange	-	6	3	-	-	-	-	-	-	-	-	-	9
Orleans	-	-	-	-	-	-	2	-	-	-	-	-	2
Oxford	-	20	25	-	-	-	4	-	-	-	-	-	49
Palmer	1	15	9	-	-	-	4	-	-	-	-	-	29
Paxton	-	-	1	-	-	-	-	-	-	-	-	-	1
Pelham	-	-	-	-	-	-	1	-	-	-	-	-	1
Pembroke	-	3	11	-	-	-	2	-	-	-	-	-	16
Pepperell	-	-	-	-	-	-	2	-	-	-	-	-	2
Plainville	-	-	-	-	-	-	1	-	-	-	-	-	1
Plymouth	4	46	29	-	1	-	7	-	-	-	-	-	87
Plympton	-	-	-	-	-	-	1	-	-	-	-	-	1
Princeton	-	-	-	-	-	-	1	-	-	-	-	-	1
Provincetown	-	9	6	-	-	-	2	-	-	-	-	-	17
Randolph	10	77	68	1	1	-	61	18	11	-	-	17	264
Raynham	-	-	-	-	-	-	2	-	-	-	-	-	2
Reading	2	42	27	-	-	-	3	-	-	-	-	-	74
Rehoboth	-	-	-	-	-	-	2	-	-	-	-	-	2
Rochester	-	-	-	-	-	-	1	-	-	-	-	-	1
Rockland	5	31	26	-	-	-	4	-	-	-	-	-	66
Rockport	-	12	10	-	-	-	3	-	-	-	-	-	25
Rutland	-	1	-	-	-	-	-	-	-	-	-	-	1
Salisbury	-	-	2	-	-	-	1	-	-	-	-	-	3
Sandwich	-	14	7	-	-	-	1	-	-	-	-	-	22
Saugus	13	73	56	-	1	-	36	26	23	-	-	71	299
Scituate	4	51	49	-	-	-	5	-	-	-	-	-	109
Seekonk	1	1	1	-	-	-	1	-	-	-	-	-	4
Sharon	1	11	7	-	-	-	1	-	-	-	-	-	20
Shrewsbury	1	79	68	1	1	-	63	34	26	-	-	85	358
Shutesbury	-	-	-	-	-	-	1	-	-	-	-	-	1
Somerset	1	1	5	-	-	-	2	-	-	-	-	-	9
Southborough	-	-	-	-	-	-	2	-	-	-	-	-	2
Southbridge	1	31	18	-	-	-	3	-	-	-	-	-	53
South Hadley	3	34	20	-	-	-	3	15	3	-	-	-	78
Spencer	1	6	4	-	1	-	4	-	-	-	-	-	16
Sterling	-	-	-	-	-	-	3	-	-	-	-	-	3
Stockbridge	-	-	-	-	-	-	2	-	-	-	-	-	2
Stoneham	5	92	54	-	-	-	2	47	21	-	-	11	232
Stoughton	2	38	25	-	1	-	9	9	24	-	-	-	108
Stow	-	-	-	-	-	-	2	-	-	-	-	-	2
Sturbridge	-	1	-	-	-	-	2	-	-	-	-	-	3
Sudbury	-	13	11	-	-	-	2	-	-	-	-	-	26
Sutton	-	-	-	-	-	-	2	-	-	-	-	-	2
Swampscott	7	74	66	-	-	-	28	20	13	-	-	4	212
Swansea	-	-	4	-	-	-	1	-	-	-	-	-	5

NUMBER OF PRESENT EMPLOYEES UNDER CIVIL SERVICE LAWS

JURISDICTION	OFFICIAL SERVICE							LABOR SERVICE					TOTAL
	Male			Female				Male		Female			
	Disabled Veterans	Veterans	Non-Veterans	Disabled Veterans	Veterans	Gold Star	Non-Veterans	Veterans	Non-Veterans	Veterans	Gold Star	Non-Veterans	

TOWNS (Continued)

Tewksbury	1	27	34	-	-	-	9	5	11	-	-	-	87
Tisbury	-	3	2	-	-	-	4	-	-	-	-	-	9
Townsend	-	-	-	-	-	-	2	-	-	-	-	-	2
Truro	-	2	2	-	-	-	-	-	-	-	-	-	4
Tyngsboro	-	1	1	-	-	-	2	-	-	-	-	-	5
Upton	-	-	1	-	-	-	3	-	-	-	-	-	4
Uxbridge	-	10	9	-	-	-	4	-	-	-	-	-	23
Wakefield	4	71	41	-	-	-	7	-	-	-	-	-	123
Walpole	2	20	9	-	-	-	3	-	-	-	-	-	34
Ware	2	16	12	-	-	-	3	-	-	-	-	-	34
Wareham	-	22	17	-	-	-	7	-	-	-	-	-	46
Warren	-	-	-	-	1	-	1	-	-	-	-	-	2
Watertown	36	192	83	-	2	-	84	133	46	-	-	24	600
Wayland	-	1	-	-	-	-	4	-	-	-	-	-	5
Webster	2	34	28	-	-	-	5	-	-	-	-	-	70
Wellesley	1	63	31	-	-	-	5	-	-	-	-	-	100
Westborough	-	2	-	-	-	-	4	-	-	-	-	-	6
West Boylston	2	-	-	-	-	-	1	-	-	-	-	-	3
West													
Bridgewater	-	3	6	-	-	-	2	-	-	-	-	-	11
Westford	-	1	6	-	-	-	5	-	-	-	-	-	12
Weston	2	9	6	-	-	-	2	-	-	-	-	-	19
Westport	-	3	1	-	1	-	5	-	-	-	-	-	10
West													
Springfield	10	145	68	-	2	-	101	58	44	-	-	143	571
Westwood	1	20	36	-	-	-	3	-	-	-	-	-	60
Weymouth	2	172	63	-	-	-	14	123	45	1	-	61	487
Whitman	-	17	6	-	-	-	7	-	-	-	-	-	30
Williamstown	-	10	8	-	-	-	4	-	-	-	-	-	22
Wilmington	3	43	15	-	-	-	7	-	-	-	-	-	68
Winchendon	-	4	9	-	1	-	2	-	-	-	-	-	16
Winchester	5	48	38	-	-	-	2	-	-	-	-	-	93
Winthrop	11	66	54	-	1	-	52	40	30	-	-	22	276
Wrentham	1	4	7	-	-	-	1	-	-	-	-	-	13
Yarmouth	-	1	-	-	-	-	3	-	-	-	-	-	4

NUMBER OF PRESENT EMPLOYEES UNDER CIVIL SERVICE LAWS

JURISDICTION	OFFICIAL SERVICE							LABOR SERVICE					TOTAL
	Male			Female				Male		Female			
	Disabled Veterans	Veterans	Non-Veterans	Disabled Veterans	Veterans	Gold Star	Non-Veterans	Veterans	Non-Veterans	Veterans	Gold Star	Non-Veterans	
WELFARE DISTRICTS	2	7	7	-	-	-	96	-	-	-	-	-	112
Assabet	-	-	-	-	-	-	1	-	-	-	-	-	1
Bay Path	-	-	-	-	-	-	3	-	-	-	-	-	3
Belchertown	-	-	-	-	-	-	-	-	-	-	-	-	-
Granby	-	-	-	-	-	-	2	-	-	-	-	-	2
Brimfield	-	-	-	-	-	-	-	-	-	-	-	-	-
Holland	-	-	1	-	-	-	-	-	-	-	-	-	1
Central	-	-	-	-	-	-	-	-	-	-	-	-	-
Berkshire	-	-	-	-	-	-	2	-	-	-	-	-	2
Central Essex	-	-	1	-	-	-	4	-	-	-	-	-	5
Central Franklin	-	-	-	-	-	-	4	-	-	-	-	-	4
Dover-Sherborn	-	1	-	-	-	-	2	-	-	-	-	-	3
Eastern	-	-	-	-	-	-	-	-	-	-	-	-	-
Berkshire	-	-	-	-	-	-	5	-	-	-	-	-	5
Eastern Franklin	-	1	-	-	-	-	7	-	-	-	-	-	8
East Longmeadow	-	-	-	-	-	-	-	-	-	-	-	-	-
Wilbraham	-	-	-	-	-	-	3	-	-	-	-	-	3
Manchester	-	-	-	-	-	-	-	-	-	-	-	-	-
Wenham	-	-	-	-	-	-	3	-	-	-	-	-	3
Naguag	-	1	-	-	-	-	3	-	-	-	-	-	4
Nashoba	-	-	-	-	-	-	3	-	-	-	-	-	3
Newbury	-	-	-	-	-	-	-	-	-	-	-	-	-
Rowley	-	2	-	-	-	-	2	-	-	-	-	-	4
Northern	-	-	-	-	-	-	-	-	-	-	-	-	-
Berkshire	-	-	1	-	-	-	4	-	-	-	-	-	5
Northern	-	-	-	-	-	-	-	-	-	-	-	-	-
Franklin	-	-	1	-	-	-	3	-	-	-	-	-	4
Northern	-	-	-	-	-	-	-	-	-	-	-	-	-
Middlesex	1	1	-	-	-	-	4	-	-	-	-	-	6
Northern	-	-	-	-	-	-	-	-	-	-	-	-	-
Worcester	1	1	-	-	-	-	4	-	-	-	-	-	6
Pentucket	-	-	-	-	-	-	1	-	-	-	-	-	1
Quabog	-	-	1	-	-	-	4	-	-	-	-	-	5
Southeast	-	-	-	-	-	-	-	-	-	-	-	-	-
Hampden	-	-	-	-	-	-	5	-	-	-	-	-	5
Southeastern	-	-	-	-	-	-	-	-	-	-	-	-	-
Berkshire	-	-	-	-	-	-	3	-	-	-	-	-	3
Southern	-	-	-	-	-	-	-	-	-	-	-	-	-
Berkshire	-	-	1	-	-	-	3	-	-	-	-	-	4
Southern Franklin	-	-	-	-	-	-	4	-	-	-	-	-	4
Southwick	-	-	-	-	-	-	-	-	-	-	-	-	-
Granville	-	-	-	-	-	-	2	-	-	-	-	-	2
Takemmy	-	-	-	-	-	-	2	-	-	-	-	-	2
Tekoa	-	-	-	-	-	-	2	-	-	-	-	-	2
Truro-Wellfleet	-	-	-	-	-	-	1	-	-	-	-	-	1
Wachusett	-	-	-	-	-	-	3	-	-	-	-	-	3
Watatic	-	-	1	-	-	-	1	-	-	-	-	-	2
Western Berkshire	-	-	-	-	-	-	2	-	-	-	-	-	2
Western Franklin	-	-	-	-	-	-	2	-	-	-	-	-	2
Western	-	-	-	-	-	-	-	-	-	-	-	-	-
Hampshire	-	-	-	-	-	-	2	-	-	-	-	-	2

NUMBER OF EMPLOYEES FOR YEAR ENDING JUNE 30

TEN YEAR COMPARATIVE TABLE

Year	Commonwealth	Cities	Towns	Welfare Districts	Totals
1966	40,609	52,564	14,305	112	107,590
1965	40,358	52,139	13,949	120	106,566
1964	39,766	51,778	13,688	110	105,342
1963	39,305	50,625	13,444	107	103,481
1962	37,273	50,188	12,736	95	100,292
1961	36,844	49,332	12,037	95	98,308
1960	36,387	48,596	11,704	78	96,765
1959	35,938	48,598	11,177	77	95,790
1958	35,460	48,727	10,943	73	95,203
1957	32,753	48,788	10,334	72	91,947

NUMBER OF EMPLOYEES UNDER CIVIL SERVICE LAWS

1885 - 1966

Thousands

